



agency for science and higher education



2022

ANNUAL REPORT

ACTIVITY PLAN 2023.



agency for science and higher education

ASHE 2022 ANNUAL REPORT AND 2023 ACTIVITY PLAN

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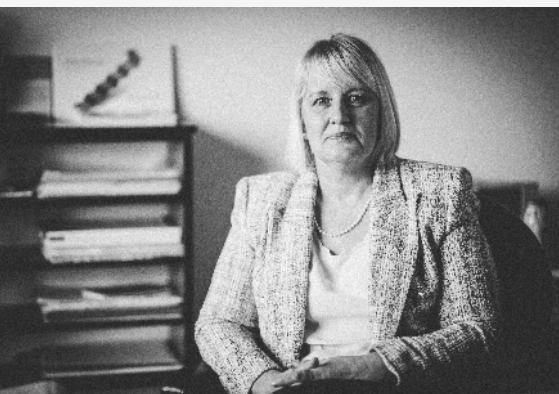
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Foreword

Dear readers

It is a great pleasure to greet you all in this Annual Report for the Year 2022, in which I have had the honour of being the acting director of the Agency for Science and Higher Education. I would like to begin by thanking all the members of the academic community as well as colleagues from other national and public administration bodies and colleagues at ASHE for their professional support and cooperation throughout the year.



The past year is not unique in having posed numerous challenges, yet I believe this has been a highly successful period for the Agency, for a number of reasons. First of all, ASHE has successfully undergone the international review required to renew its membership in both ENQA and EQAR. Croatia is a small country and thus may find it difficult to compete with larger countries in a number of areas. However, when it comes to a functional quality assurance system, we are among the best in Europe. The review has rated ASHE as one of the best agencies in Europe, which is a result of consistent effort, following international trends and attempting to maintain annual growth.

In addition to renewing ASHE's membership in key international quality assurance associations, this past year has seen changes to the legislative framework regulating the area of science and higher education. A new Act on Higher Education and Scientific Activity has been adopted, as well as the Act on the Recognition and Evaluation of Foreign Higher Education Qualifications, which has introduced some changes to the recognition procedure.

At the very end of 2022, the Croatian Parliament also passed a new Act on Quality Assurance in Science and Higher Education. The new legislation will bring about a number of changes. External evaluations will take the form of initial accreditations, re-accreditations, and one-off and thematic evaluations of higher education institutions, i.e. research institutes, as well as the form of initial accreditations of study programmes. The final decisions in these procedures will no longer be adopted by the Ministry of Science and Education - instead they will be adopted by ASHE. Accordingly, the Agency will take on the important and challenging task of harmonising its procedures with the provisions of the new legislation in the following months.

The past year has also seen extensive international activity on part of the Agency. We have shared examples of good practice at many international conferences, hosted a number of visiting colleagues from other European agencies, and continued to take part in EU-funded international projects. In the autumn of 2022, ASHE prepared a summary of a project to be financed as part of the Operational Programme "Efficient Human Resources" (ESF+) 2021–2027. A number of activities have been planned within the project, all of which contribute to the overall goal of ensuring accessible, high-quality higher education by improving the quality and efficiency of higher education institutions in Croatia by developing new external quality assurance procedures and improving existing ones, as well as strengthening the role of the internal quality assurance system of HEIs. The Agency is also a partner on the e-Universities project, one of the biggest investments in the infrastructure of public HEIs which aims to bring about the digital transformation of higher education as well as strengthen the digital competences of teaching staff.

Regarding external evaluations, we are approaching the end of the second re-accreditation cycle. What follows is a detailed analysis of the work done and the preparation for a new cycle which will be harmonised with the new legislative framework and feedback gathered from various stakeholders.

The year 2022 has also seen the first procedures carried out in accordance with the Croatian Qualifications Framework Act. With regard to the CROQF Register, ASHE is responsible for adopting decisions on additions to the Sub-Register of Qualifications Standards and the Sub-Register of Learning Outcomes Units (insofar as this refers to higher education), as well as the maintenance of these sub-registers. The first qualifications standards have been evaluated and added to the CROQF Register, while the Agency expects further requests to be submitted.

An activity to which ASHE has devoted significant effort over the past several years is training events aimed at the users of our services, i.e. higher education institutions and students. The Agency follows topics of relevance in Europe and further afield. We also consider the needs of HEIs, so last year we addressed the very timely topic of micro-credentials. We rounded off the year with the topic of academic integrity among Croatian students. The delegates showed considerable interest in the topic and gave us positive feedback, which indicates that we ought to be reminded of the values which underpin good and high-quality (higher) education. And not just education – academic integrity is directly linked to social integrity, so if we want a more just and fair society, we ought to start with education and credit it with the significance it deserves.

It is with this thought, within the broader context of current social and economic challenges we face, that I wish you all the patience and optimism which is needed to collaborate on developing sound educational practices for current and future generations.

Mr. sc. Sandra Bezjak

Acting Director of the Agency for Science and Higher Education

2022 in review



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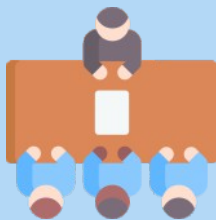
124

scientific field
committee sessions



38

field committee sessions



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External quality assurance in science and higher education

ASHE MEMBERSHIP IN ENQA AND EQAR

The Agency for Science and Higher Education (ASHE) successfully underwent an international external review for the third time since its establishment in 2005, thus proving the credibility and quality of its work i.e. of external quality assurance in higher education.

The international review was required to renew ASHE's full membership in the European Association for Quality Assurance in Higher Education (ENQA) and the European Quality Assurance Register for Higher Education (EQAR).

“Almost all standards were assessed as “completely fulfilled,” which placed ASHE as one of the highest rated agencies in the European Higher Education Area and, once again, confirmed the quality of ASHE's work.

External review of the Agency, i.e. assessment of compliance of its work with the Standards and Guidelines for Quality Assurance in the European Higher Education Area (ESG), which was coordinated by ENQA, started in November 2020 and lasted until March 2022. The visit from an international independent expert panel was conducted online in June 2021 due to the epidemiological situation caused by the COVID-19 pandemic. The Expert Panel drafted the Report at the end of September 2021 after which ENQA's Agency Review Committee analysed the Report in November 2021.

The Final Report was sent to ENQA's Board, which adopted the Decision Regarding a Positive External Evaluation of ASHE, renewing its full membership in ENQA, at its regular session held in March 2022. All standards were assessed as “completely fulfilled,” with only one standard

assessed as “partly fulfilled”, which placed ASHE among the highest rated agencies in the European Higher Education Area.

Pursuant to the Decision of 7 July 2022 the EQAR Board renewed ASHE's membership which will be in force until 31 March 2027. According to EQAR's assessment, ASHE is compliant with the ESG in relation to 12 standards, while two standards were assessed as partly compliant with the ESG.

ASHE has been a full member of these associations since 2011, and, like other European quality assurance agencies, it is obligated to undergo this procedure every five years in order to renew its membership.

RE-ACCREDITATION OF HIGHER EDUCATION INSTITUTIONS

Re-accreditation of Higher Education Institutions in 2022

In 2021, ASHE published the Higher Education Institutions Re-accreditation Plan for 2022, which included the following higher education institutions: Academy of Dramatic Arts, University of Zagreb, Academy of Fine Arts, University of Zagreb, Arts Academy, University of Split, Academy of Applied Arts, University of Rijeka, Academy of Music, University of Zagreb, Faculty of Croatian Studies, University of Zagreb, Faculty of Law, University of Split, Faculty of Pharmacy and Biochemistry, University of Zagreb, Faculty of Medicine, Josip Juraj Strossmayer University in Osijek, Faculty of Medicine, University of Rijeka, Faculty of Medicine, University of Split, Faculty of Medicine, University of Zagreb, Faculty of Veterinary Medicine, University of Zagreb, School of Dental Medicine, University of Zagreb, Faculty of Dental Medicine, University of Rijeka, Faculty of Kinesiology, Josip Juraj Strossmayer University in Osijek, University Department for Forensic Sciences, University of Split, University Department of Health Studies, University of Split, Department of Biotechnology, University of Rijeka, University of Applied Health Studies in Zagreb, College of Occupational Safety and Health, Business College PAR, Evangelical Theological Seminary in Osijek and College for Inspection and Personnel Management.

“ASHE carried out re-accreditation of 15 higher education institutions in 2022 under the so-called hybrid model.

In accordance with the Accreditation Council's Decision ASHE applied the hybrid re-accreditation model in 2022

ASHE coordinated re-accreditation of the following higher education institutions (other HEIs requested for postponement and they will be re-accredited in 2023): Academy of Dramatic Arts, University of Zagreb, Arts Academy, University of Split, Academy of Applied Arts, University of Rijeka, Academy of Music, University of Zagreb, Faculty of Law, University of Split, Faculty of Medicine, University of Rijeka, Faculty of Veterinary Medicine, University of Zagreb, School of Dental Medicine, University of Zagreb, University Department of Health Studies, University of Split, Department of Biotechnology, University of Rijeka, University of Applied Health Studies in Zagreb, Business College PAR and the Evangelical Theological Seminary in Osijek.

ASHE also re-accredited the Faculty of Law, University of Zagreb and the Faculty of Chemical Engineering and Technology, University of Zagreb, which were included in the Higher Education Institutions Re-accreditation Plan for 2021, but had requested for postponement.

One-day preliminary site visits to abovementioned higher education institutions were organized. The Croatian expert panels members, together with the coordinator from the Agency and, if necessary, an employee in charge of IT support, participated in the preliminary site visits, which were held according to a planned protocol. The preliminary site visits to higher education institutions included an obligatory meeting with the higher education institution's management board, a tour of the higher education institution and attending classes, and reviewing evidence as well as hard-copy and digital documents prepared by the higher education institution. The international expert panels members participated in the preliminary site visits online due to epidemiological circumstances. The main site visits held via Zoom applications lasted from one to three days.

The procedures were carried out during spring and autumn, and international experts took part in the re-accreditation procedures along with Croatian experts.

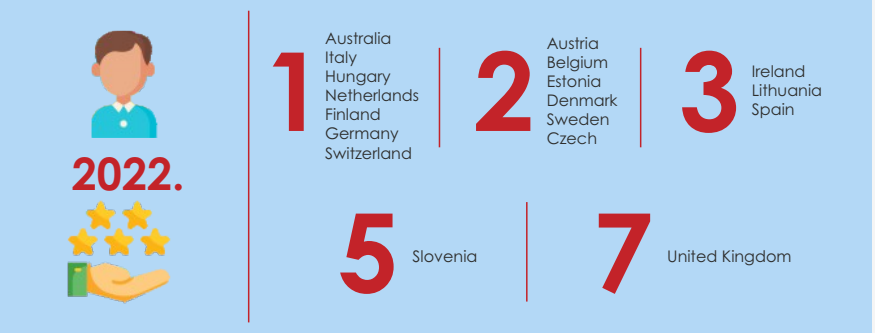


Image 1. Number of foreign reviewers in 2022 accreditation procedures per country of employment



(Comment from an expert panel member in an anonymous survey)

Follow-up procedure in re-accreditation of higher education institutions

In accordance with the Accreditation Council's conclusion, the follow-up procedure of Aspira University College of Management and Design was carried out in 2022. The site visit by an expert panel lasted two days.

In 2022, the Follow-up Committee held eight sessions. A total of 29 procedures were completed, 23 of which in relation to action plans, and 6 in relation to the reports on the implementation of action plans in the procedure of re-accreditation of higher education institutions. For 27 cases, the Follow-up Committee issued a positive opinion, while it issued a request for modification for two cases.

Due to the epidemiological situation caused by the pandemic of SARS-CoV-2 virus, the Follow-up Committee held its sessions online.

RE-ACCREDITATION OF DOCTORAL STUDIES

Follow-up procedure in re-accreditation of doctoral study programmes

Follow-up issues in the procedures involving the issuance of a confirmation on the fulfilment of conditions for conducting part of activities are examined by the advisory board of the Accreditation Council - the Follow-up Committee. In 2022, the Accreditation Council of the Agency adopted 109 opinions of the Follow-up Committee in the procedure of re-accreditation of doctoral study programmes.

In 2022, nine doctoral study programmes successfully proved they had eliminated the deficiencies identified by expert panels in the re-accreditation procedures.

INITIAL ACCREDITATION IN HIGHER EDUCATION

Initial accreditation of study programmes

In 2022, ASHE received 11 requests for initiating the procedure of initial accreditation of new study programmes from polytechnics, colleges and private universities.

Four procedures were completed, and issuing of a license was proposed for two study programmes based on the recommendations issued by expert panels to the Ministry of Science and Education. For the remaining two study programmes, the Accreditation Council adopted an independent expert opinion to refuse the issuance of a licence. Three procedures have been partially conducted: online meetings with representatives of higher education institutions were held, and the final reports are due to be submitted. For the applications received at the end of 2022 the procedures will be carried out in January 2023.

Initial accreditation for performing higher education activities

Two applications for starting the second phase of the procedure for issuing a licence for carrying out higher education activity were received in 2022, and the procedures are scheduled for the beginning of 2023.

INITIAL ACCREDITATION IN SCIENCE

In 2022, five applications for initial accreditation for carrying out scientific activity were submitted. Out of five applications in total, three applications were submitted by public higher education institutions, while two applications were submitted by private institutions other than universities, their constituent units or public research institutes. Two applications were related to the field of biomedicine and health, while the remaining three were related to the humanities, natural and technical sciences, respectively. Out of five applications submitted, three received a positive accreditation recommendation, while two procedures are still ongoing.

Due to the pandemic caused by COVID-19, all initial accreditation procedures were carried out online, i.e. via Zoom. Expert panels members had meetings with the management boards and researchers of the higher education institutions which submitted applications online, while the tour of the premises was complemented by photographs and video material.

AUDIT OF HIGHER EDUCATION INSTITUTIONS

In accordance with the 2022 Annual Plan of Audits the following institutions were evaluated:

1. College for Information Technologies,

2. College for Financial Management, RRiF, Zagreb,
3. RIT Croatia (Rochester Institute of Technology Croatia),
4. Police College.

On 29 November 2021, ASHE organised a workshop for the representatives of the mentioned higher education institutions at which they were introduced to the audit procedure. The training of expert panel members was held in October, while site visits to the higher education institutions were carried out in November and December 2022. The final reports of the expert panels are due early in 2023.

In addition to the mentioned audit procedures, audit of Baltazar Polytechnic in Zaprešić was also conducted. The said higher education institution should have been audited in 2021 under the 2021 Annual Plan of Audits, but the procedure had been postponed for 2022. The site visit by an expert panel was organized in March 2022 and the final report was adopted on 26 May 2022.

The expert panels produced the final reports on audits of Zagreb School of Business and Effectus Entrepreneurial Studies – College, which started in 2021, and they were adopted by the Accreditation Council on 22 February 2022. The higher education institutions drafted their action plans which are being implemented as part of the follow-up procedure currently in progress.

ACCREDITATION COUNCIL

In 2022, the Accreditation Council held 11 sessions and issued expert opinions in the following external evaluation procedures:

- 6 initial accreditation procedures for delivering new study programmes;
- 4 initial accreditation procedures for carrying out scientific activity;
- 28 HEI re-accreditation procedures from the second cycle and expert opinions on the adoption of action plans and reports on the implementation of action plans following the issuance of letters of expectation in the re-accreditation procedures;
- 11 procedures of re-accreditation of postgraduate university (doctoral) studies;
- 2 procedures of re-accreditation of scientific organisations outside the system of higher education and public scientific institutes;
- 6 evaluations of submitted amendments to study programmes that exceed 20%;
- 3 audit procedures;
- 11 procedures of evaluation of online study programmes;
- 2 procedures of evaluation of compliance with the EU Directive.

In 2022, ASHE's Accreditation Council held 11 sessions and issued 73 expert opinions in external evaluation procedures.

The Accreditation Council also adopted the Higher Education Institutions Re-accreditation Plan for 2023, the Decision on higher education institutions to be evaluated based on the hybrid model of re-accreditation and audit procedure in 2022, and discussed opinions of the Follow-up Committee and the Complaints Committee.

COMPLAINTS COMMITTEE

In 2022, the Complaints Committee held three sessions, at which it decided on the merits of higher education institutions' complaints to the opinion of the Accreditation Council in a total of three cases. In two cases the complaints were found to be unjustified, while in one case they were found justified and the Committee requested the case to be re-examined by the Accreditation Council.

IT SYSTEMS SUPPORTING EVALUATION PROCEDURES

Central Procedures Database information system

Data on all external evaluation procedures carried out by ASHE are recorded in the Central Procedures Database system, including information regarding experts participating in the evaluation procedures, documents, procedure outcomes and deadlines for specific phases of the procedures. Moreover, ASHE's operative plans, risks and their assessment in relation to business activities and the records of staff training are also maintained in the Central Procedures Database.

MOZVAG2 information system and retrieving data from CROSKI and POIROT/ CroRIS information systems

MOZVAG2 system, developed by ASHE in cooperation with the University Computing Centre in 2018, has been upgraded several times with the aim of optimizing the delivery of requested information by higher education institutions.

The option of retrieving data from the information systems Croatian Scientific Bibliography CROSKI and the Database of Project Activities in Science and Higher Education in Croatia (Project Database) was built in. The databases are developed and maintained for the purposes of external evaluation procedures by the Centre for Scientific Information of the Ruđer Bošković Institute and ASHE. If the data to be submitted by higher education institutions within the evaluation procedures are available in the said systems, and if a higher education institution decides to transfer them to MOZVAG2, it is now technically enabled. The data that can be retrieved refer to research and professional activities at the level of the higher education institution and at teacher level.

ASHE keeps records of authorised MOZVAG2 system administrators, while the Centre for Scientific Information of the Ruđer Bošković Institute keeps records of CROSKI (Croatian Scientific Bibliography) and POIROT (Database of Project Activities in Science and Higher Education in Croatia) system administrators.

Croatian Research Information System (CroRIS) is being developed as part of the *Scientific and Technological Forecasting* project. CroRIS will integrate a large quantity of data on research activity in Croatia regarding researchers, institutions, projects, surveys, studies, publications, products, patents, equipment and its usage, etc. The system development phase is in progress, and, so far data from the Register of Researchers, the Register of Research Organizations and the Register of Higher Education Institutions, POIROT, Šestar and CROSKI information systems have been migrated.

CroRIS project is due to end in March 2023 and by then, the largest and the most complex database, CROSKI, will have been migrated. The majority of activities carried out in 2022 were related to data migration and workshops were not held due to the termination of the said databases. In the coming period, workshops will be held as part of training of coordinators and system administrators of CroRIS i.e. its separate modules.

Providing support to work of MOZVAG2 system administrators

Throughout 2022, more than 2500 inquiries on the work in MOZVAG2 were received and the Manual for working in MOZVAG2 system, also available online, was amended to facilitate more efficient solving of user enquiries. The evaluation of 15 higher education institutions and 10 follow-up procedures were conducted through MOZVAG2 system in 2022. The follow-up procedure was also enabled in the system.

Croatian Qualification Framework Register

In 2022, ASHE started carrying out procedures under their competences in accordance with the amended Croatian Qualifications Framework Act (OG 22/2013, 41/2016, 64/2018, 47/2020, 20/2021) and the Ordinance on the Croatian Qualifications Framework Register (OG 96/21):

- Adopting decisions on the registration in the Sub-Register of Qualification Standards and the Sub-Register of Learning Outcome Units (at level 5, in the part related to higher education, and levels 6; SC 6; 7.1; 7.1.SC; 7.2; 8.1; 8.2) within the CroQF Register and the maintenance of the mentioned sub-registers,
- Monitoring the implementation and development of the national qualification frameworks of other countries,
- Monitoring and analysing the application and development of qualification frameworks in the educational policies of other countries,
- Establishing sectoral councils,
- Administrative and expert support to the work of sectoral councils.

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In 2022, ASHE received 87 applications for adding qualification standards to the CroQF Register (67 applications for adding full and 20 applications for adding partial qualification standards) and 12 applications for evaluating compliance of proposals of lifelong learning programmes with units of learning outcomes entered in the CroQF Register for financing through the voucher system (a scheme for allocating public funds for lifelong learning).
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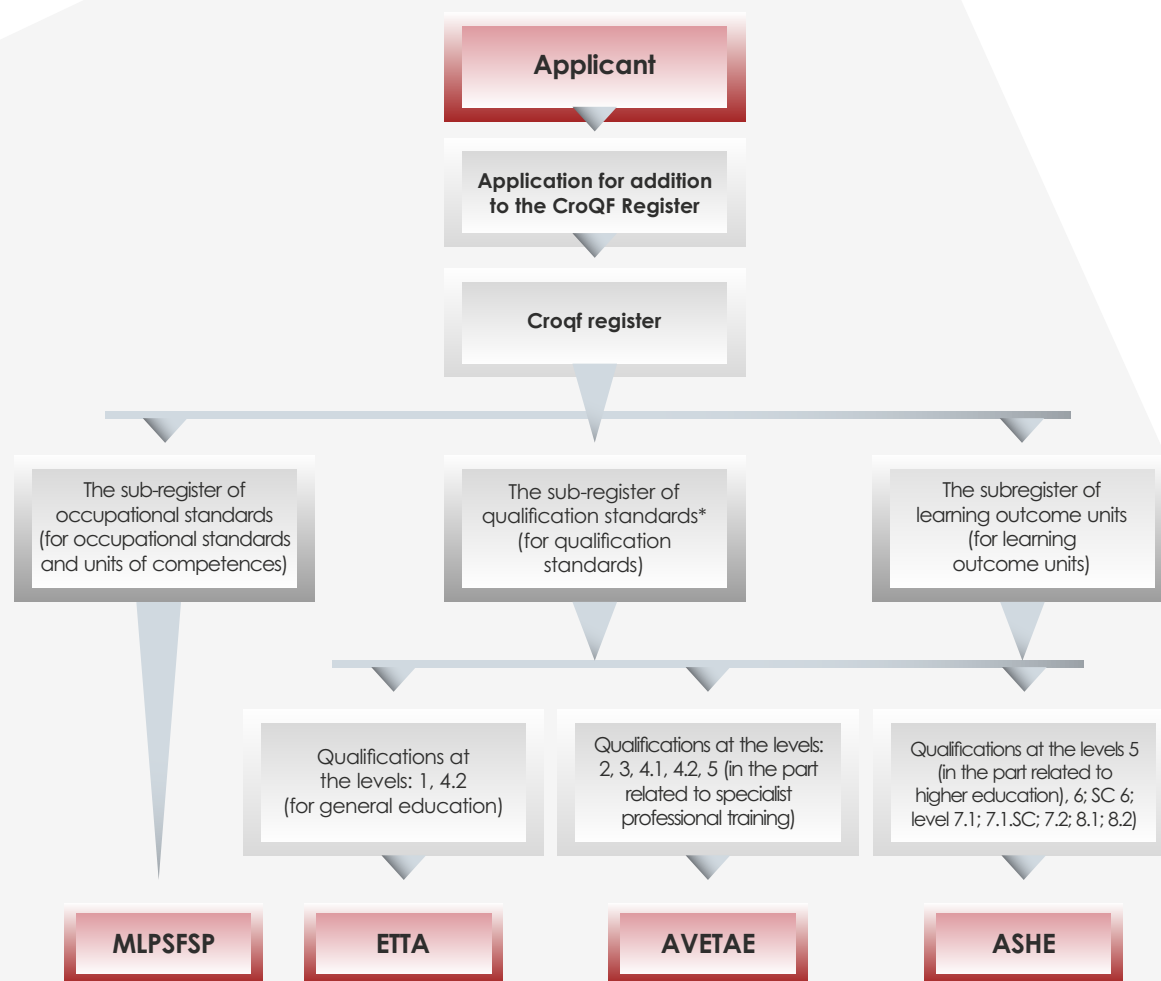
The Croatian Qualifications Framework is an instrument for regulating the system of qualifications in the Republic of Croatia. It guarantees transparency, access to acquiring qualifications, reliable acquiring of qualifications, progression and high-quality qualifications, as well as relating the levels of qualifications in the Republic of Croatia to the levels of qualifications of the EQF. The following stakeholders participate in the development and application of CroQF: the National Council for the Development of Human Potential, the ministry responsible for the areas of science and education, the ministry responsible for

work, regional development, the Agency for Science and Higher Education, the Agency for Vocational Education and Training and Adult Education, the Education and Teacher Training Agency and sectoral councils.

The Croatian Qualifications Framework Register is a database in which occupational standards are added and within which occupational standards are linked with qualification standards through units of competencies and units of learning outcomes. All standards contained in the Croatian Qualifications Framework Register are publicly available and used for the development of new educational programmes based on learning outcomes, i.e. units of competencies for which there is a proven need on the labour market. Proposals of qualification standards and/or units of learning outcomes in higher education for entry in the CroQF Register are developed in accordance with the Guidelines for the development of qualification standards in higher education.



Image 2. Applications in the procedure for adding QS to the Croatian Qualifications Framework Register within ASHE's competence



*In order to propose a qualification standard one of the goals of which is employment there has to be a connection to the occupational standard to which it is linked.

Image 3. Competencies within the Croatian Qualifications Framework Register

International activities

MEMBERSHIP IN INTERNATIONAL ORGANIZATIONS

As it has been mentioned in the foreword, an extensive ASHE's Agency Review Process coordinated by ENQA was formally completed in 2022. The high grades given to ASHE in this international review positioned ASHE among the top-rated agencies in the European Higher Education Area (EHEA), which confirmed the quality and credibility of its work. This additionally strengthened ASHE's position in the international environment, as evidenced by active cooperation, numerous activities, partnerships in international projects and invited lectures abroad carried out in 2022.

“
The year 2022 saw the strengthening of ASHE's international position, which was confirmed by the appointment of ASHE's deputy director, dr. sc. Vesna Dodiković Jurković, on the Executive Board of the Central and Eastern European Network of Quality Assurance Agencies in Higher Education (CEENQA) and the successful longstanding participation of ASHE's acting director, Mr. sc. Sandra Bezjak, in the work of ENQA's Agency Review Committee (ARC)
”



Image 4. ASHE membership in international associations

INTERNATIONAL PROJECTS

ASHE participates as a partner in a number of international projects funded by the European Union or other sources.

Table 1. Projects funded from the EU programmes and other sources

Project name	Partners along with ASHE	Coordinating institution	Duration of the project	EU programme/ sources of funding	Project description
<i>Keep innovation in Multi Partnership Cooperation in Lifelong Guidance Services (KEEP IN PACT)</i>	Universcience-Cité des métiers de Paris (Francuska), Learning digital (Italija), Municipio do Porto-Cidade das Profissões (Portugal), LifeLong Learning Platform (Belgija)	Réseau international des Cités des métiers, FRA	September 2019 – April 2022	Erasmus +	General goal of the project: upgrading the multipartnership management function in the lifelong career guidance centres: Specific goals: strengthen the quality and quantity of services in lifelong career guidance provided to citizens, develop the competencies of professionals in multi-partnership management in lifelong career guidance, promote multi-disciplinary and integrated services in lifelong career guidance and develop a European network of professionals in multi-partnership management in lifelong career guidance.
<i>Enhancing the Coverage and Connectivity of Quality Assurance in the EHEA through DEQAR (DEQAR CONNECT)</i>	ENQA, ESU, EUA, EURASHE and representatives of stakeholders from the European higher education system (Education International – a global union of teachers), and representatives of Bologna Follow-up thematic groups	EQAR, CIMEA ITA	March, 2020 – February 2022	Erasmus +	Project goal: expanding the existing European database containing data regarding outcomes of evaluation of HEIs and improving the use of DEQAR data. As part of the DEQAR CONNECT project, an analysis of the quality assurance system in the countries within the European Higher Education Area (EHEA) and their compliance with Standards and Guidelines for Quality Assurance in the EHEA (ESG) was published.

Project name	Partners along with ASHE	Coordinating institution	Duration of the project	EU programme/ sources of funding	Project description
<i>Stacking credits & the future of the qualification (STACQ)</i>	UHR (Sweden), QQI (Ireland), Art of e-learning (United Kingdom), ECA (Netherlands), NARIC center (Ectis Ltd., United Kingdom), EADTU (Netherlands), NCFHE (Malta), mSKVC (Lithuania)	NUFFIC, NL	June 2020 – May 2022	Erasmus +	Project goal: develop an online application for a simple assessment of learning outcomes acquired through free online learning platforms, such as MOOC to respond to the fast development of flexible, online and alternative forms of learning and to provide support to the institutions in the evaluation of learning outcomes acquired in various lifelong learning programmes.
<i>Automatic Recognition in the Adriatic Region (AdReN)</i>	NARIC centres of Croatia, Greece and Slovenia and IUAV - University of Venice	CIMEA, ITA	June 2020 – May 2022	Erasmus +	The general goal of the project is to support and encourage the implementation of the Council of Europe recommendation on promoting automatic recognition of higher education and upper secondary education diplomas and outcomes of learning periods abroad. Specific goals: to foster automatic recognition in the Adriatic region, by developing tools for automatic recognition of HE qualifications and qualifications that ensure access to higher education in partner countries, through cooperation among ENIC/NARIC centres in the countries of the Adriatic region and by the establishment of the AdReN network Secretariat.

Project name	Partners along with ASHE	Coordinating institution	Duration of the project	EU programme/ sources of funding	Project description
<i>Online course catalogues and databases for transparency and recognition (OCTRA)</i>	NARIC centres of Latvia, Bulgaria, Estonia, Croatia, and Poland and ENIC centres of Bosnia and Herzegovina and Russia, higher education institutions from Latvia, the Rectors' Conference and the Student Union of Latvia	NARIC, LV	June 2020 – September 2022	Erasmus +	Project goal: improve a dialogue with HEIs by agreeing upon a template of online course catalogues that would lead to structured and transparent learning outcomes, facilitating automatic recognition of levels of education.
<i>Pilot-project CroEduPass on the European Blockchain Services Infrastructure (EBSI)</i>	EU Member States, Norway, Liechtenstein (The European Blockchain Partnership - EBP)	EC	July 2021 – April 2022	ASHE / EC	Project goal: in ASHE's partnership with the European Blockchain Partnership, to facilitate applications to study programmes through the National System of Application to Graduate Study Programmes and to increase the number of students from the EU who continue their study programmes at the graduate level in Croatia.

INTERNATIONAL COOPERATION IN THE AREA OF SCIENCE AND HIGHER EDUCATION

- Webinar *Reflections on Leadership in Higher Education: Developments, Challenges and Examples of Good Practice*, organized by: ASHE, 13 January 2022
- Online conference *Tools and tips to enhance cooperation*, organized by: consortium of the project *Keep innovation in multi partnership cooperation in lifelong guidance services (KEEP IN PACT)*, 28 March 2022
- Webinars on the recognition of foreign qualifications from Ukraine, organized by: the European Training Foundation (ETF), The Directorate-General for Education, Youth, Sport and Culture (DG EAC) of the European Commission and the Italian ENIC-NARIC centre (CIMEA), 6 April 2022
- Online training for the procedures of assessment of foreign qualifications for which there is insufficient or missing documentation, organized by the consortium of the project *European Qualifications Passport for Refugees (EQPR)*, 20 April 2022
- Regular meeting and workshop of ECA's consortium, online, organized by: the European Consortium for Accreditation (ECA), 21 April 2022
- Dissemination of the results of ERASMUS+ project *Stacking credits & the future of the qualification (STACQ)*, in which ASHE took part as member, the Steering Group, online, 2 May 2022
- Online workshop for potential members of expert panels in the procedures of external review of the European quality assurance agencies, organized by: ASHE and ENQA, 9 and 10 May 2022
- Workshop on the application of Standards and Guidelines for Quality Assurance in the European Higher Education Area (ESG), organized by: Kosovo Accreditation Agency (KAA), Priština, 10 May 2022
- Final international seminar of *ENQA Leadership* programme, organized by: ASHE and ENQA, Zagreb, 18–20 May 2022
- International focus group on automatic recognition of foreign qualifications, online, organized by: Directorate-General for Education and Culture of the European Commission, 31 May 2022
- ECA General Assembly, online, 7 June 2022
- Online workshop *Facilitating transparency and recognition through online course catalogues and databases*, organized by: ASHE, as part of ERASMUS+ project *Online course catalogues and databases for transparency and recognition (OCTRA)*, 8 June 2022
- 29th Annual Joint Meeting of the ENIC and NARIC networks, organized by: the European Commission, the Council of Europe and UNESCO, Dublin, 19–21 June 2022
- *ENQA Members' Forum 2022*, organized by ENQA, Cardiff, 22–24 June 2022
- Study visit of the Hungarian Accreditation Committee (MAB) to ASHE, Zagreb, 26 August 2022
- Final conference of ERASMUS+ project OCTRA, organized by: Academic Information Centre (AIC), Riga, 30 August 2022

- Study visit of the Malta Further and Higher Education Authority (MFHEA) to ASHE as part of ENQA's project *Supporting European QA Agencies in meeting the ESG (SEQA)*, Zagreb, 31 August–2 September 2022
- Study visit of the Slovenian higher education quality assurance agency NAKVIS (*Nacionalna agencija RS za kakovost v visokem šolstvu*) to ASHE, Zagreb, 6 September 2022
- Regular meeting and workshop of ECA consortium, organized by: the European Consortium for Accreditation (ECA), Paris, 11–12 September 2022
- Study visit of the Kosovo Accreditation Agency (KAA) to ASHE, Zagreb, 22 September 2022
- 10th *Higher Education Institutions Conference, Strategies, Challenges and Opportunities for Sustainability in Uncertain Environment*, organized by: Zagreb School of Economics and Management (ZSEM) and Luxembourg School of Business (LSB) in cooperation with ASHE, 22–23 September 2022, Dubrovnik
- General Assembly of the Central and Eastern European Network of Quality Assurance Agencies in Higher Education (CEENQA), Istanbul, 24 September 2022
- *Workshop on the recognition of higher education qualifications and quality assurance in higher education*, organized by: Education reform initiative of South Eastern Europe – ERI SEE, Zagreb, 25–26 October 2022
- General Assembly of the European Association for Quality Assurance in Higher Education (ENQA), organized by: ENQA and the Swedish Higher Education Authority (UKÄ), Stockholm, 26–28 October 2022
- 9th Session of the Lisbon Recognition Convention Committee (*Convention on the Recognition of Qualifications concerning Higher Education in the European Region*), Strasbourg, 15 November 2022
- Training for the procedures of evaluation of foreign educational qualifications for which there is insufficient or missing documentation as part of the project *European Qualifications Passport for Refugees (EQPR)*, Strasbourg, 16 November 2022
- 2022 *European Quality Assurance Forum (EQF)*, West University of Timisoara, Romania, 17–19 November 2022.

International cooperation in the field of terminology

An Agency employee was appointed a Seconded National Expert (SNE) – the main terminologist in the Croatian Language Department of the European Commission's Directorate-General for Translation (DGT) at the beginning of 2022. Good cooperation was established in the area of terminology with experts from the majority of Croatian universities, a large number of HEIs and scientific institutions. Since one of the main tasks of a terminologist is to ensure the accuracy of Croatian translations of EU regulations, by researching relevant sources, participating in the work of interinstitutional working groups, and consulting Croatian experts, over the last year, their help was instrumental in resolving more than 1500 technical terms, most of which were included in the main EU terminology database, IATE.

Croatian academics and researchers reacted very positively to the opportunity of using their expertise to influence the technical accuracy of EU regulations, programmes and guidelines that, once implemented at a national level, also become relevant in their professional and scientific work.

Another important task of a terminologist is to outsource larger, EU-funded terminology projects to national experts. This was another opportunity to engage experts from Croatian higher education institutions and scientific institutions. Two such projects were outsourced in 2022 at the level of the Department, and the preparation of the third project is currently underway. Cooperation with Croatian academic and scientific community is also being carried out through organised seminars and workshops for EC DGT staff, held by invited lecturers from Croatian higher education institutions.

PUBLISHED RESEARCH AND PROFESSIONAL PAPERS AND PRESENTATIONS AT CROATIAN AND INTERNATIONAL CONFERENCES

Presentations at Croatian and international conferences:

- Bezjak, S. *Changes in the quality assurance system with emphasis on accreditation of study programmes*, 6th University's Quality Day, University of Zagreb, Zagreb, 28 November 2022
- Bezjak, S. *ASHE's role and activities in the e-universities project*, Meeting of the Working group for digitalization of higher education and quality assurance of preparation and implementation of the e-universities project, Ministry of Science and Education, Zagreb, 10 October 2022
- Bezjak, S. *Panel Discussion: The Future of Teaching Business and Economics*, International Odyssey Conference on Economics and Business, Dubrovnik, 1-4 June 2022
- Bezjak, S. *European regulatory framework and approach to quality assurance of joint study programmes*, Workshop: Launching joint studies and European University Alliances, University of Rijeka, Rijeka, 1 June 2022
- Bezjak, S. *Panel discussion: Higher education 2030: Are we ready for the future?*, Conference: Student satisfaction as a motivation for improving the quality of studies – 20 years of quality assurance at the University of Rijeka, University of Rijeka, Rijeka, 20 May 2022

- Bezjak, S. *Forum of heads of institutions in the system of science and higher education: E-infrastructure for science and higher education as we want it*, Conference DEI 2022, Zagreb, 6 April 2022
- Bezjak, S. *First steps and perspectives of European Universities - what is the future of such alliances (round table)*, Evaluation, an essential step towards the European Higher Education and Research Area, Hceres, Paris, France, 16 March 2022
- Bezjak, S. *How to assure quality of the teaching process?*, Conference: Role of quality of teachers' work in the higher education quality assurance system, Faculty of Humanities and Social Sciences of the University of Zagreb, Zagreb, 24 February 2022
- Bezjak, S. *Re-accreditation of postgraduate (doctoral) studies*, 35th (thematic) session of the Education, Science and Culture Committee of the Croatian Parliament: Challenges regarding quality of doctoral studies in Croatia with a comment on the possible mechanisms for preventing irregularities, Zagreb, 11 February 2022
- Blagdan, E. *Role of the Agency for Science and Higher Education in the Croatian Qualifications Framework*, webinar *Use of vouchers for gaining microcredentials*, 29 March 2022
- Blagdan, E. *Developing qualification standards in higher education for additions to the Croatian Qualifications Framework Register*, Annual conference Srce E-infrastructure Days (Srce DEI 2022), 5 April 2022
- Blagdan, E. *Implementation of the new Act on recognition and assessment of foreign education qualifications*, Workshop on the recognition of higher education qualifications and quality assurance in higher education, organized by the Education reform initiative of South Eastern Europe – ERI SEE, Zagreb, 25–26 October 2022
- Blagdan, E. *Role of qualification standards and units of learning outcomes in the application of CroQF for the development of programmes at the level of higher education*, workshop for applicants for adding occupational standards and stakeholders of the voucher system, University of Rijeka, Rijeka, 24 November 2022
- Blagdan, E. *Microcredentials in higher education – the use of vouchers*, The 6th University's Quality day, Changes in the quality assurance system: University amid new challenges and opportunities, University of Zagreb, 28 November 2022
- Blagdan, E. *Units of learning outcomes in higher education as a basis for the development of lifelong learning programmes – experiences from the evaluation procedures*, webinar *Linking microcredentials in higher education to the Croatian Qualifications Framework*, 1 December 2022

- Blagdan, E. *Recognition of learning outcomes of student mobility*, Erasmus+ annual conference for the area of higher education, Zagreb, 6 December 2022
- Blagdan, E. *The importance of connecting formal and informal learning in STEM*, panel discussion as part of the STEM project for sustainable future, Zagreb, 16 December 2022
- Borošić, I. *The European Quality Assurance Forum (EQAF), Cross Border Collaboration of QA Agencies: Good Practices for Building Trust and Promoting Shared Values*, West University of Timisoara, Timișoara, Romania, 17 - 19 November 2022
- Borošić I. *Workshop for SEE representatives of the recognition of higher qualifications and quality assurance in higher education*, Quality Assurance in Higher Education, example of institutional re-accreditation (links between QA and recognition of qualifications), Zagreb, 25–26 October 2022
- Cvitanušić Brečić, M., Grubišić, M. *DEQAR and national data. Workshop on the recognition of higher qualifications and quality assurance in higher education*, organized by the Education reform initiative of South Eastern Europe – ERI SEE, Zagreb, 25–26 October 2022
- Dodiković-Jurković, V. *14th ENQA Training of Agency reviewers, Agency for Science and Higher Education Croatia – QAA view and expectations of the review process*, 9-10 May 2022, online
- Dodiković-Jurković, V. *ENQA Leadership Development Programme 2021-2022, An introduction to Agency for Science and Higher Education Croatia – overview*, Zagreb, 18-20 May 2022.
- Dodiković-Jurković, V. Križanec, M. *ENQA's 3rd Seminar for Recently Reviewed Agencies, poster presentation at Workshop on post-review progress: following the (un)expected outcomes*, Cologne, 30 and 31 May 2022.
- Dodiković-Jurković, V. *Supporting European QA Agencies in meeting the ESG (SEQA-ESG, Audit of Higher Education Institutions in Croatia, Study visit of the Malta Further and Higher Education Authority (MFHEA)*, Zagreb, 31 August–2 September 2022.
- Dodiković-Jurković, V. *Strategies, Challenges and Opportunities for Sustainability in Uncertain Environment*, 10th Higher Education Institutions Conference, panel Higher Education Quality Methods and Policies, Dubrovnik, 22-23 September 2022.
- Grubišić, M. *IT support to the accreditation process. Workshop on the recognition of higher qualifications and quality assurance in higher education*, organized by the Education reform initiative of South Eastern Europe – ERI SEE, Zagreb, 25–26 October 2022.

Research papers:

- Petrušić, I.; Đikić, M.; Havranek, J. (2022). *The change of disciplinary practices as an effect of peer review in re-accreditation: the case of humanities in Croatia*, *Quality in Higher Education*, 28:2, 221-235, DOI: 10.1080/13538322.2021.1988222
- Petrušić, I.; Čeh Časni, A. (accepted for publication). *Investigating the nexus of quality dimensions in institutional evaluation of universities - are teaching and research related?*, *Croatian Journal of Education*
- Petrušić, I.; Čeh Časni, A. (in review). *Assessing institutional quality in disciplinary context • a peer review perspective*
- Petrušić, I.; Dragičević, J. (accepted for publication). *Quality assurance mechanisms in regards to work-based learning • findings from institutional accreditation in Croatia (2019-2021)*, *INTED 2023*, Valencia (5 • 8 March 2023)
- Prelčec, K. (2022). *Admission quotas, first year students and unemployment of higher education graduates • interaction and risks*. *Acta Economica Et Turistica*, 8 (2), 215-239. <https://doi.org/10.46672/aet.8.2.4>

Professional papers:

- Biščan, I.; Plužarić Ž.; Đorđević, M.; Kučina Softić, S.; Živčić-Bečirević, I.; Smojver-Ažić, S. 2022. *Higher education teachers and the pandemic: academic and psychological challenges*, Agency for Science and Higher Education, Zagreb

Reviews:

- *Quality Assurance in Education* (Emerald publishing, research paper indexed in ESCI and Scopus) - 3 publications

Applications to study programmes at higher education institutions

APPLICATIONS TO UNDERGRADUATE AND INTEGRATED UNDERGRADUATE AND GRADUATE STUDY PROGRAMMES

Applications to undergraduate and integrated undergraduate and graduate study programmes in the summer enrolment term began on 1 February 2022 and lasted until 18 July 2022, when the final ranking lists for study programmes were published. The autumn enrolment term lasted from 23 July until 19 September 2022.






Summer enrolment term		Autumn enrolment term	
slots	39.681 	14.797 slots	
study programmes	908 	779 study programmes	
candidates	30.528 	5.746 candidates	
secured right to enrol	83,94 % 	69,70 % secured right to enrol	
did not secure right to enrol	16,06 % 	30,30 % did not secure right to enrol	

Image 5. Number of available slots, study programmes and percentage of candidates who secured the right to enrol at higher education institutions in the academic year 2022/2023

Out of the total number of candidates in both enrolment terms who completed their secondary education outside of Croatia (234), 87 (37%) did so in EU member states, while 147 (63%) did so further afield.

In the summer enrolment term, in terms of the ratio between first choice of study programme and available slots, candidates showed the most interest in the following study programmes: *Sport Coach Education*; *Major: Physical Conditioning of Athletes* (Faculty of Kinesiology, University of Zagreb), *Psychology* (Faculty of Humanities and Social Sciences, University of Zagreb), *Speech and Language Pathology* (Faculty of Education and Rehabilitation Sciences), *Nursing* (part-time) (Polytechnic of Applied Health Sciences in Zagreb), *Midwifery* (Faculty of Health Sciences, University of Rijeka).

The study programmes that the biggest number of candidates listed as their first choice when applying were the following: *Business Economics* (Faculty of Economics and Business, University of Zagreb), *Electrical Engineering and Information Technology and Computing* (Faculty of Electrical Engineering and Computing, University of Zagreb), *Medicine* (Faculty of Medicine, University of Zagreb), *Business Economics (professional)* (Faculty of Economics and Business, University of Zagreb), *Law* (Faculty of Law, University of Zagreb).

“
In the last seven years there has been a decline in the number of candidates, while the number of available slots increased until 2020, then declined over the last two years.
”

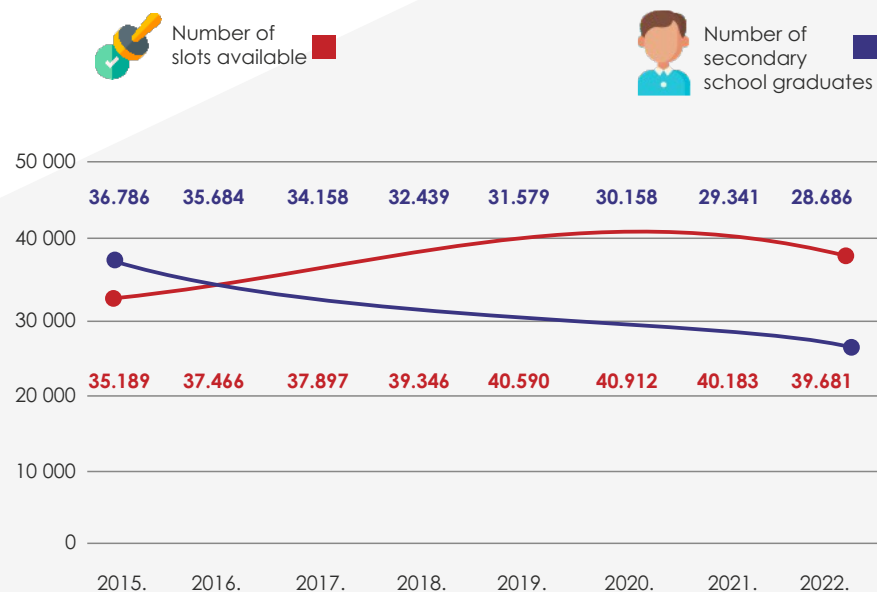


Image 6. Number of slots available and secondary school graduates by year

APPLICATIONS TO GRADUATE STUDY PROGRAMMES

For the eighth consecutive year, the Agency continued to administer centralised applications to graduate studies through the National System of Applications to Graduate Studies (NSaGS). Applications were submitted in the period between 1 July and 30 September 2022, when the final ranking lists for enrolment into graduate study programmes were published. NSaGS was used by 25 higher education institutions for applications to a total of 197 study programmes. The system was used by 2,853 candidates, while 2,149 secured the right to enrol on a study programme. There was a total of 4,966 available slots.

Out of the total number of candidates who completed an undergraduate study programme outside of Croatia (10), 4 (29%) finished their undergraduate studies in EU member states, while 6 (71%) candidates completed their undergraduate studies further afield.

“
HEIs have recognised the advantages to be found in this application procedure, such as greater transparency, lower costs and a decreased administrative burden, as well as easier enrolment process for the candidates.”

CANDIDATE APPLICATIONS FROM OUTSIDE THE REGULAR EDUCATION SYSTEM OF THE REPUBLIC OF CROATIA FOR ENROLMENT IN THE FIRST GRADE OF SECONDARY SCHOOL

ASHE participates in the process of application for the first year of secondary school in the Republic of Croatia, which includes candidate registration, verifying the accuracy of personal data, and rating the candidates outside the regular education system through the National Information System of Applications and Enrolment in Secondary Schools. ASHE also provides information about the entire procedure. A total of 686 candidates were registered in the summer enrolment term, 75 in the autumn enrolment term, and 49 candidates in the subsequent enrolment term. Documents of 281 candidates who were required to submit documentation were processed during the three enrolment terms (summer, autumn, subsequent enrolment term). Out of the total 810 candidates registered by the Central Applications Office (CAO), 376 (46%) submitted their application forms for both enrolment terms within the given deadline (application forms are not submitted during the subsequent enrolment term).

Recognition and evaluation of foreign education qualifications

ACT ON RECOGNITION AND EVALUATION OF FOREIGN EDUCATION QUALIFICATIONS

From 1 July 2004 until 25 June 2022, the procedure of recognising foreign higher education qualifications was carried out in accordance with the Act on Recognition of Foreign Education Qualifications (OG 158/03, 198/03, 138/06 and 45/11). In 2022, the Act on Recognition and Evaluation of Foreign Education Qualifications was adopted (OG 69/22), which has introduced some novelties into the procedures of recognising and evaluating qualifications for the purpose of access to employment. The new act defines the method and procedures of evaluating foreign education qualifications for the purpose of access to employment in the case of professions which are not included in the List of Regulated Professions in Croatia, as well as the method and procedures of recognising foreign education qualifications for the purpose of continuing one's education. Furthermore, the new act defines the competent bodies which conduct these recognition and evaluation procedures, including the National ENIC/NARIC Office - ASHE's information centre on academic mobility and the recognition of foreign higher education qualifications as well as a member of the European network of national information centres on academic mobility and recognition.

“With the adoption of the Act on Recognition and Evaluation of Foreign Education Qualifications, the recognition of foreign higher education qualifications for the purpose of access to employment in the case of professions which are not included in the List of Regulated Professions in Croatia will cease to be conducted as an administrative procedure. Instead, the new act provides for the non-administrative procedure of evaluating foreign higher education qualifications on the basis of which the National ENIC/ NARIC Office will issue a non-administrative document – an Opinion on the Foreign Higher Education Qualification.

”

The Opinion on the Foreign Higher Education Qualification provides information on the foreign higher education qualification in question, as well as the opinion of this body regarding the level, scope and profile of the foreign higher education qualification in comparison with the relevant qualification gained in Croatia.

In 2022, the process of recognising foreign qualifications of refugees, asylum seekers and vulnerable groups of migrants at the global level continued to improve, particularly given the war in Ukraine. In response to the situation in Ukraine, the National ENIC/ NARIC Office has produced a website with relevant information that may be of assistance to Ukrainian citizens who have been forced to leave their country due to the war, so that they may more easily access useful information on the procedures that will help them to gain access to higher education, continue their studies and/or secure employment in Croatia.

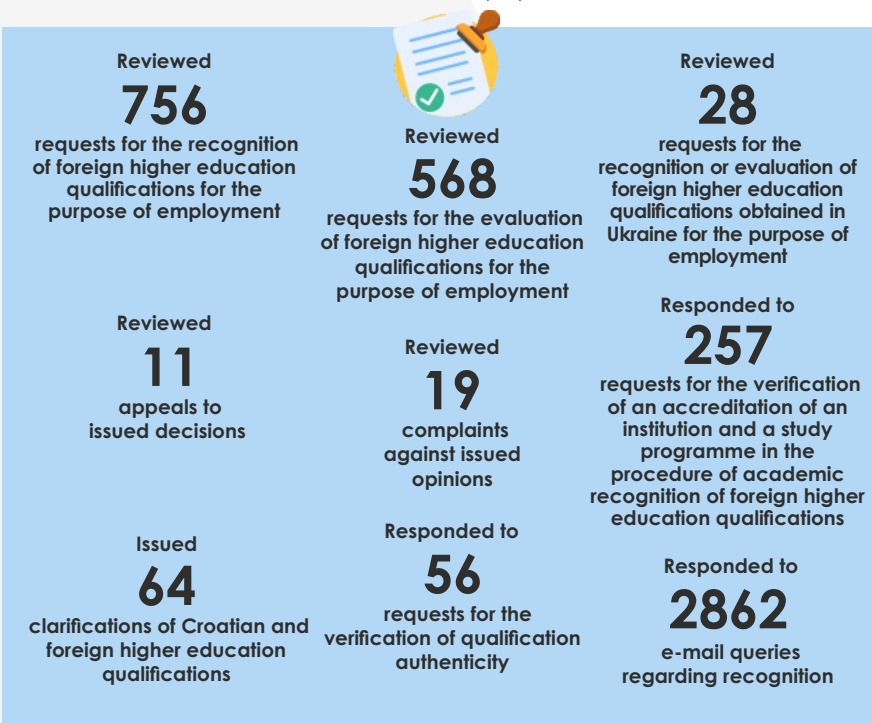


Image 7. National ENIC / NARIC Office statistics for the year 2022

In 2022, a total of 1,324 requests were received for the recognition or evaluation of foreign higher education qualifications for the purpose of employment in Croatia. Half of these (49.92%) were requests for the recognition of foreign higher education qualifications obtained in Bosnia and Herzegovina.

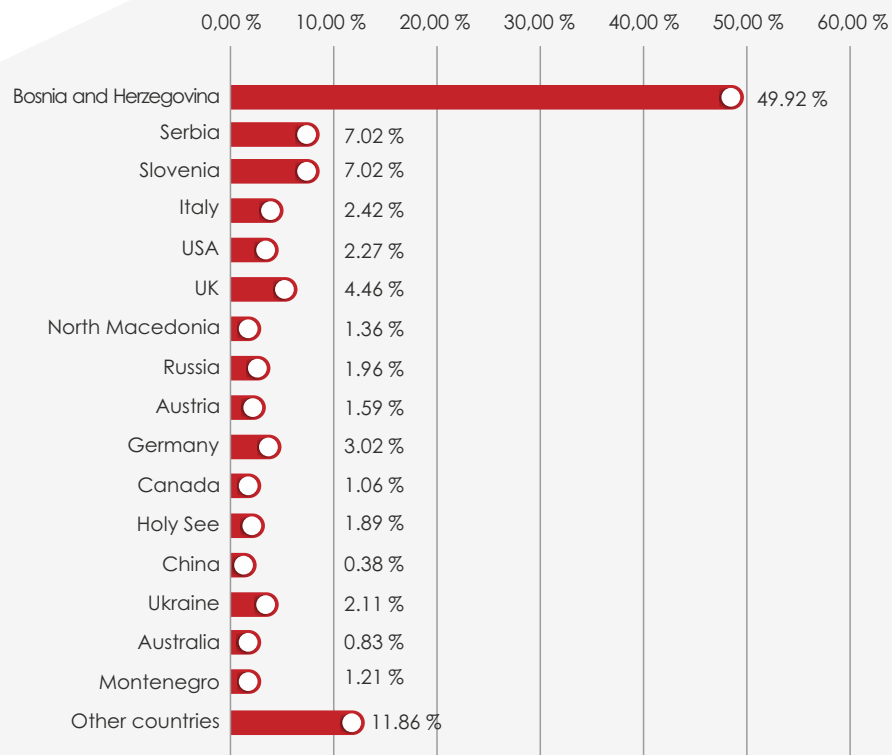


Chart 1. Percentage of requests for the recognition of foreign higher education qualifications which the Office received in 2022 (by country of origin)

Over a half of the requests received (55.97%) were in reference to qualifications in the area of social sciences.

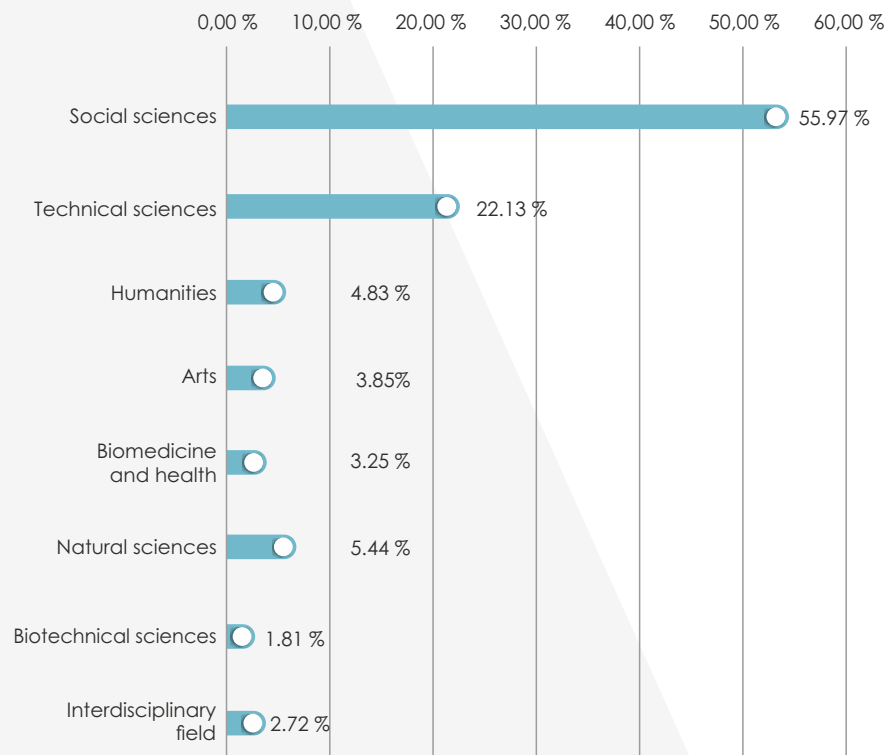


Chart 2. Percentage of requests for the recognition of foreign higher education qualifications which the Office received in 2022 (by scientific field)

Based on the Act on Regulated Professions and the Recognition of Foreign Professional Qualifications, the National ENIC/NARIC Office has the role of an assistance centre which provides information on the recognition of professional qualifications. The role of the assistance centre is purely informative, while the procedure of recognising foreign professional qualifications (to allow access to a regulated labour market) is the responsibility of competent bodies for specific professions. In 2022, the Office responded to 181 requests for the verification of the status of higher education institutions and study programmes as part of the recognition procedure of foreign higher education qualifications.

RECOGNITION OF FOREIGN EDUCATION QUALIFICATIONS AS PART OF THE ENROLMENT PROCEDURE

“
In accordance with the Act on Recognition and Evaluation of Foreign Education Qualifications, the Agency has begun to conduct the procedure of recognising foreign education qualifications (FEQ) as part of the enrolment procedure when candidates are continuing their education at a higher level.
”

This implies the procedure of recognising foreign secondary school qualifications which confirm the candidate has completed secondary education as part of a general, grammar-school based or arts programme, as well as the procedure of recognising foreign secondary school qualifications which confirm the candidate has completed secondary education as part of a vocational programme, for the purpose of continuing their education at higher education institutions in the Republic of Croatia.

The procedure of recognition of foreign higher education qualifications which confirm the candidate has completed an undergraduate study programme for the purpose of enrolment in a graduate study programme is carried out either by the higher education institution where the candidate is enrolling in a graduate study programme or by the Agency, if the HEI in question has so decided.

A total of 697 requests were received for the recognition of FEQ. Out of these, decisions were issued to 479 candidates (69%) on the recognition of FEQ, while 172 candidates (25%) had their FEQs recognised automatically. For the remaining 46 candidates (6%), recognition is still pending.



Image 8. Received and resolved requests for the recognition of FEQ as part of the enrolment procedure

A total of 191 requests (27%) were forwarded to ASHE by the Education and Teacher Training Agency, 49 requests (7%) were forwarded by the Agency for Vocational Education and Training and Adult Education, while 66% of the requests were sent directly to the Agency's Central Applications Office.

Educational activities for higher education institutions and students

The **webinar *Reflections on Leadership in Higher Education Developments, Challenges and Examples of Good Practice*** was held on 13 January 2022 by Libby V. Morris, PhD and Meg Amstutz, PhD of the Institute of Higher Education, University of Georgia, USA.

The **online workshop *Career management for (young) researchers*** was held on 18 February 2022 by Asst. prof. Ana Jakopec, PhD of the Department of Psychology at the Faculty of Humanities and Social Sciences of Josip Juraj Strossmayer University in Osijek. The workshop addressed the topic of career management in the context of university teaching, as well as the teaching and research competencies of young researchers.

The **presentation of survey results *HEI teachers and the pandemic: Academic and psychological challenges*** was held on 15 March 2022. A round table discussion was held as part of the event, called *Back to the future: Post-pandemic teaching at HEIs*.



The **webinar *Using vouchers to acquire micro-credentials*** was held on 29 March 2022 in order to inform the academic community of the opportunities afforded by the growing demand for micro-credentials.

The **presentation of research results concerning the employability of graduates who completed their studies at HEIs in Croatia in the academic year 2018/2019** was held on 7 April 2022. A round table discussion was held as part of the event, called *From graduation to career – the youth carries (on) the world*.



The **seminar *Involvement of students in the processes of external and internal quality assurance of higher education institutions*** was held on 13 May 2022. The speakers were Damir Solak, a representative of the European Student Union (ESU), and Luka Marković, who was an expert panel member in a re-accreditation procedure as a student. A round table discussion was held as part of the event, called *Two perspectives - one quality*.



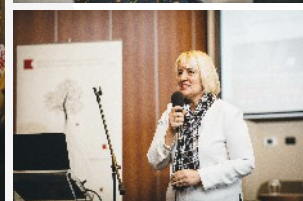
A meeting of the **Network of Quality Assurance System Units at Croatian Higher Education Institutions - CroQAnet** was held on 21 October 2022. The topic of the meeting was the exchange of experiences regarding internal evaluations of quality assurance systems of higher education institutions.



An **online training event on how to prepare a self-evaluation report** was held on 29 November 2022 for representatives of higher education institutions scheduled to undergo a re-accreditation procedure in 2023. The event was organised to help prepare HEIs for the upcoming re-accreditation and to provide important information for the preparation of the self-evaluation report.



The **conference *How worried are we by the academic (dis)honesty of students?*** was held on 25 November 2022. The aim of the conference was to generate discussion about various forms of academic dishonesty among students in Croatia, its consequences, trends and possible solutions. Speakers on the topic of student dishonesty, perspectives in Croatia and the rest of the world, as well as national regulations and their application were Prof. Rudolf Kiralj PhD (Bjelovar University of Applied Sciences) and Prof. Ivana Kunda PhD (Faculty of Law, University of Rijeka).



An **onsite training event on how to prepare a self-evaluation report** was held on 30 November 2022 in Zagreb for representatives of higher education institutions scheduled to undergo a re-accreditation procedure in 2023.

A **workshop was held on how to work in the MOZVAG2 system** was held on 15 December 2022 in Zagreb for representatives of higher education institutions scheduled to undergo a re-accreditation procedure in 2023.

Research and analyses

SURVEY "HEI TEACHERS AND THE PANDEMIC: ACADEMIC AND PSYCHOLOGICAL CHALLENGES"

The Agency for Science and Higher Education carried out a survey regarding the impact of the pandemic on the quality and organisation of teaching from the perspective of HEI teachers; their scientific, research and artistic activity; the level of their digital competences; and the way they coped psychologically with the conditions of the new normal. The survey was carried out in collaboration with the University Computing Centre of the University of Zagreb and the Department of Psychology at the Faculty of Humanities and Social Sciences of the University of Rijeka. Over 1,200 HEI teachers from all over Croatia took part.

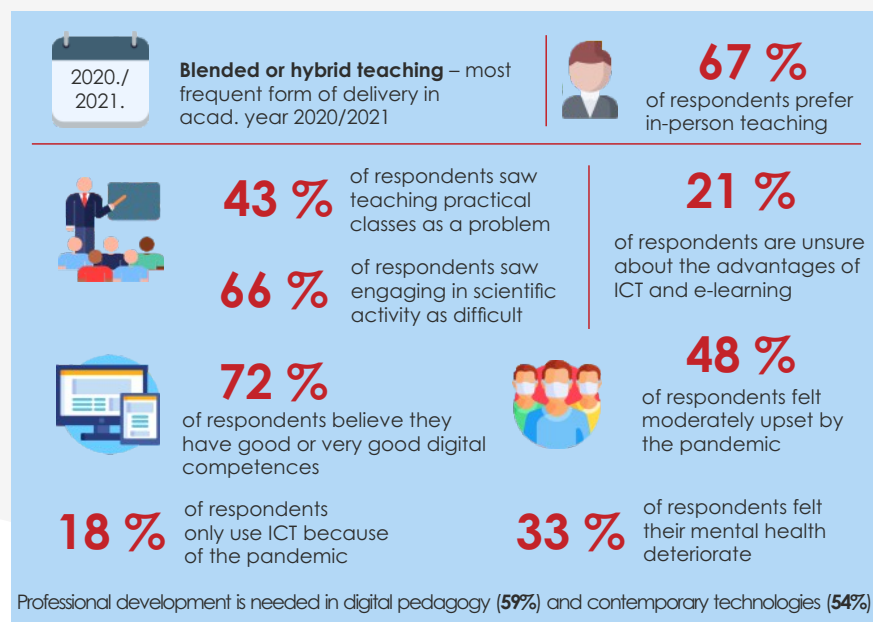


Image 9. Summary of survey results "HEI teachers and the pandemic: Academic and psychological challenges"

RESEARCH ON GRADUATE EMPLOYMENT

Since 2014, following the example set by other European countries, the Agency has been gathering and analysing data on the transition of graduates from the higher education system to the labour market, as well as how satisfied they are with the preparation they receive at their HEIs for their future jobs.

The purpose of gathering data is to encourage higher education institutions to modernise their study programmes, set more appropriate admission quotas, and be more responsive to the needs of the economy. In addition, research results may be useful to other professional and state entities as they make decisions of strategic importance for the development of science, higher education and employability.





5 403

online survey participants

34 %

response rate¹



50,5 %

completed an
undergraduate
study programme

48,4 %

completed a
graduate study
programme



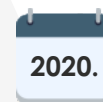
30,4 %

completed a
professional study
programme

68,5 %

completed a
university
study programme

¹ The questionnaire was sent to 15,923 students. According to the Croatian Bureau of Statistics, HEIs in Croatia saw a total of 33,704 students graduate in 2019, which indicates this survey encompassed 47% of the target population.



84,3 %

found employment in the
first year following the
completion of their studies.

The majority of
respondents

60,7 %

completed their studies
with a **grade average
of 4** (on a scale of 1-5).

Those unemployed primarily ascribe
their unemployed status to an insufficient
number of job openings in the field they are qualified for (**45.1%**).

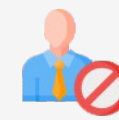
The majority of respondents (**58.1%**)
found their first job in the private sector.

The strategy most often used to find one's first job
was reaching out to the employer directly
(**32%** of respondents).



63,8 %

respondents found
a job in the field they
are qualified for



36,2 %

respondents did not
find a job in the field
they are qualified for

Satisfaction with the
first job

3,71 grade
average



Average salary:

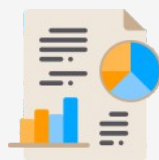
most respondents
(**39.8%**) earn from
HRK 5.000 to 7.000



4 833

online survey participants

43 %
response rate¹

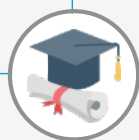


62 %

female respondents

38 %

male respondents



82 %

completed
their studies
as **full-time students**

18 %

completed
their studies
as **part-time students**

¹ The questionnaire was sent to 13,505 students. According to the Croatian Bureau of Statistics, HEIs in Croatia saw a total of 33,284 students graduate in 2020, which indicates this survey encompassed 40.57% of the target population.

2021.

84 %

found employment in the
**first year following the
completion of their studies.**

The majority of
respondents

57 %

completed their studies
with a **grade average
of 4** (on a scale of 1-5).

Those unemployed primarily ascribe their
unemployed status to an insufficient number of job
openings in the field they are qualified for (**61%**).

The majority of respondents (**63%**) found their
first job in the private sector.

The strategy most often used to find one's first job was
reaching out to the employer directly (**30%** of respondents).



78,8 %

respondents found a
job in the field they
are qualified for



21,2 %

respondents did not
find a job in the field
they are qualified for

Satisfaction with the
first job

4
grade
average



Average salary:

most respondents
(**40 %**) earn from
HRK 5.000 to 7.000

In 2022, a summary was also produced of the Analysis of the employability of students who completed their studies at HEIs in Croatia in the academic year 2019/2020, with a more detailed analysis to follow in 2023.

ASHE support to various bodies in the science and higher education system

NATIONAL COUNCIL FOR SCIENCE, HIGHER EDUCATION AND TECHNOLOGICAL DEVELOPMENT

The National Council for Science, Higher Education and Technological Development (NCSHETD), the highest expert body which is in charge of the development and quality of all scientific activities, as well as the entire system of science, higher education and technological development in Croatia, held 11 regular sessions in 2022, as well as two thematic sessions, one special session and one session was held via e-mail. In 2022 NCSHETD produced a number of important documents, including the following: Criteria for Evaluation of Online Study Programmes, Ordinance on the Conditions of Appointment to the Artistic Component of Artistic-Teaching Titles, an amendment to the Conclusions on Binding Opinions for Scientific Field Committees, Ordinance on Amendments to the Ordinance on Scientific and Art Areas, Fields and Branches, and Ordinance to Amendments to the Ordinance on the Conditions of Appointment to Scientific Titles. All documents have been published in the Official Gazette and ASHE representatives took an active part in their preparation, providing legal and expert assistance.

The Committee for Determining the Criteria of Teaching Excellence (65+) is an expert committee of the NCSHETD which, pursuant to Art. 111, Para. 5 of the Act on Higher Education and Scientific Activity determines the fulfilment of teaching excellence criteria and issues opinions on extending employment contracts of employees over 65 years of age. The Committee held two sessions and issued 36 positive opinions. In 2022, NCSHETD actively followed all topics related to the sphere of higher education, science and technological development, with a particular focus on improving the system of science and higher education.

As the Act on Higher Education and Scientific Activity entered into force on 22 September 2022, ASHE ceased to provide administrative and professional support to NCSHETD. This is now the role of the Ministry of Science and Education.

SCIENTIFIC AREA COUNCILS AND COUNCIL FOR ARTS

In 2022, Scientific Area Councils and the Council for Arts held 12 sessions. ASHE provided administrative and expert support to the councils by preparing materials and information for sessions, writing invitations, minutes, proposals, comments and/or opinions related to the

following: issuing opinions on the way of indicating fields, i.e. scientific fields or artistic fields for study programmes delivered in two or more scientific areas i.e. fields according to the university senate decision, European Commission document: *Towards a reform of the research assessment system - Scoping report*, Ordinance on the Conditions of Appointment to Scientific Titles, Amendments to the Ordinance on Scientific and Art Areas, Fields and Branches, Draft Act on Higher Education and Scientific Activity, categorisation of humanities journals and other current topics.

SCIENTIFIC FIELD COMMITTEES

Appointments to scientific and artistic titles

In 2022, scientific field committees held a total of 124 sessions and issued a total of 1,817 decisions (1,790 of which were positive and 27 negative) on appointments to scientific titles and regarding the artistic component in the appointment to the artistic-teaching titles.

These committees conducted the most procedures for appointment to titles:

- Scientific Field Committee for Biomedical Sciences and Healthcare - Fundamental Medical Sciences, Clinical Medical Sciences, Public Health and Health Protection, Dentistry and Pharmacy,
- Scientific Field Committee for Biotechnical Sciences - Agricultural Sciences, Forestry, Wood Technology, Biotechnology, Food Technology and Nutrition,
- Scientific Field Committee for Technical Sciences - Electrical Engineering and Computing

In 2022 there were:

- 1,370 appointments to scientific titles upon individual request or the request of a scientific institution
- 447 appointments conducted on the basis of a public call

The data show that in 2022 the majority of appointments to titles were conducted for the title of research associate.

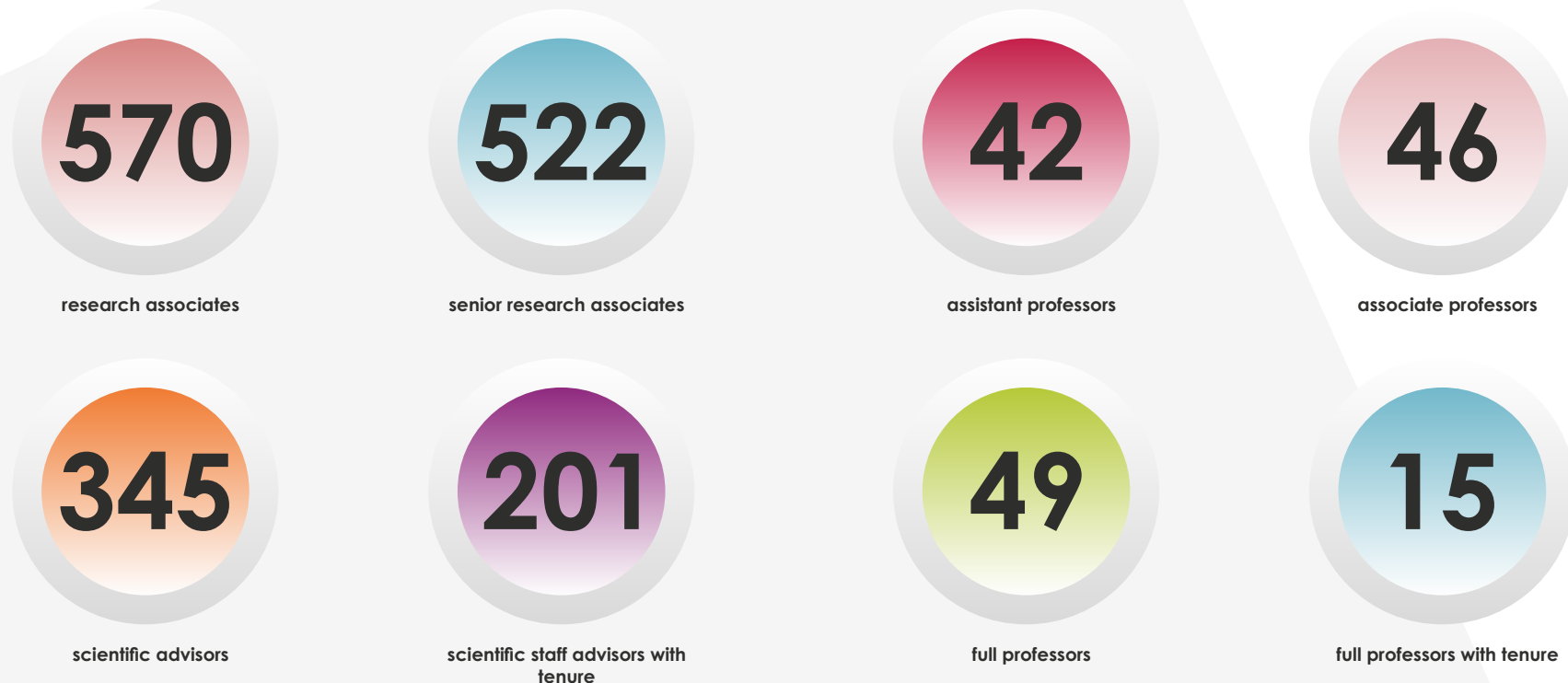


Image 10. Number of positive decisions on appointment to scientific titles in 2022

The Scientific Field Committee for Arts - Dramatic Arts (theatre and media), Film Arts (film, electronic and media art of motion pictures), Music Art, Visual Art, Applied Art, Dance Art and Art of Movement confirmed the artistic component in the appointment to artistic-teaching title for a total of 152 candidates.

Image 11. Number of candidates with the confirmed artistic component in the appointment to artistic-teaching title

In 2022, within the procedure of determining criteria for scientific/artistic excellence in the selection procedure for the conclusion of employment contracts for employees over the age of 65, scientific field committees issued 38 positive decisions (of which 10 in the field of biomedical sciences and 13 in the field of arts).

Table 2. Number of conducted procedures and results of appointments to scientific titles by scientific field committees in 2022

Scientific field committee	No. of sess.	Excellence criteria	Positive decisions				Negative decisions				Total		
			Research associate	Senior research associate	Scientific advisor	Scientific advisor with tenure	Research associate	Senior research associate	Scientific advisor	Scientific advisor with tenure	Total positive	Total negative	All total
Biology	5	1	14	18	11	7	0	1	0	0	50	1	51
Physics (+ Geophysics)	5	0	9	10	7	3	0	0	0	0	29	0	29
Geology (+ Interdisciplinary Natural Sciences)	4	1	6	5	4	8	0	0	0	0	23	0	23
Chemistry	5	0	19	11	8	4	0	0	0	0	42	0	42
Mathematics	5	0	15	9	4	4	0	0	0	0	32	0	32
Architecture and Urban Planning, Geodesy and Civil Engineering	4	0	14	17	12	8	0	0	0	0	51	0	51
Electrical Engineering and Computing	6	1	50	26	29	18	0	0	0	0	123	0	123
Chemical engineering, Mining, Geology and Petroleum Engineering, Metallurgy, Textile Technology and Printing Technology	4	0	18	11	9	12	0	0	0	1	50	1	51
Mechanical Engineering, Naval Architecture, Traffic and Transportation Engineering, Aviation, Rocket and Space Technology	5	2	35	37	9	14	0	0	0	0	95	0	95

Scientific field committee	No. of sess.	Excellence criteria	Positive decisions				Negative decisions				Total		
			Research associate	Senior research associate	Scientific advisor	Scientific advisor with tenure	Research associate	Senior research associate	Scientific advisor	Scientific advisor with tenure	Total positive	Total negative	All total
Fundamental Medical Sciences, Clinical Medicine, Public Health and Health Care, Dental Medicine and Pharmacy	10	10	187	101	44	35	0	2	0	0	367	1	51
Veterinary Medicine	3	0	3	5	5	7	0	0	0	0	20	0	20
Agricultural Sciences, Forestry, Wood Technology, Bio-technology, Food Technology and Nutrition	6	1	36	61	51	34	0	0	0	0	182	0	182
Economics	7	1	26	35	33	10	0	1	1	1	104	2	104
Information and Communication Sciences	5	0	15	8	5	5	0	0	0	0	33	0	33
Pedagogy, Educational and Rehabilitation Sciences, Logopedics and Kinesiology	5	0	14	13	22	3	0	1	0	0	52	3	55
Political Science, Sociology, Demography, Social Work and Security and Defence	3	1	8	22	9	4	0	3	0	0	43	3	46

Scientific field committee	No. of sess.	Excellence criteria	Positive decisions				Negative decisions				Total		
			Research associate	Senior research associate	Scientific advisor	Scientific advisor with tenure	Research associate	Senior research associate	Scientific advisor	Scientific advisor with tenure	Total positive	Total negative	All total
Law	3	1	7	15	15	3	0	0	0	0	40	0	40
Psychology	6	0	13	7	9	6	1	1	0	0	35	2	37
Philosophy and Theology	5	2	11	14	8	3	0	0	0	0	36	0	36
Philology	7	2	19	36	24	7	1	1	0	0	86	2	88
History, Art History, Art Science, Archaeology, Ethnology and Anthropology	6	2	24	40	21	5	1	1	0	1	90	3	93
Interdisciplinary Field	8	0	27	21	6	1	2	2	0	0	55	4	59
TOTAL	119	25	570	522	345	201	7	13	1	2	1638	23	1661

Table 3. Number of conducted procedures, and results of determining the artistic component of artistic-teaching titles by the Scientific Field Committee for Arts in 2022

Scientific field committee	No. of sess.	Excellence criteria	Positive decisions				Negative decisions				Ukupno		
			Research associate	Senior research associate	Scientific advisor	Scientific advisor with tenure	Research associate	Senior research associate	Scientific advisor	Scientific advisor with tenure	Total positive	Total negative	All total
Arts	5	13	42	46	49	15	3	0	0	1	152	4	156

Adoption of the Ordinance on Amendments to the Ordinance on the Conditions of Appointment to Scientific Titles

In February 2022, scientific field committees received correspondence from the National Council for Science, Higher Education and Technological Development with regard to the Operational Arrangement for the Implementation of the National Recovery and Resilience Plan 2021-2026.

“In order to justify the investment of HRK 2.4 billion in science and research, the European Commission proposed a comprehensive reform of the science system. In addition to changes to the legislative framework, the reform required the adoption of a new Ordinance on the Conditions of Appointment to Scientific Titles.

Within the framework of the Operational Arrangement concluded with the European Commission, the new Ordinance is part of the documentation used to provide evidence of fulfilled monitoring indicators related to the planned reform. Scientific field committees also received the document of the Operational Arrangement for the Implementation of the National Recovery and Resilience Plan 2021-2026, which includes sections referring to science and higher education. The Arrangement indicated that the European Commission viewed the requirements for appointment to scientific and academic titles, i.e. for advancement to a higher title, as insufficiently rigorous (as defined by the Ordinance which has until recently been in force) and believed that these requirements should be more ambitious. As it was already known informally that new legislation was being drafted that would regulate the area of science and higher education, it was emphasized that the new Ordinance on the Conditions of Appointment to Scientific Titles must be adopted in accordance with the existing Act on Scientific Activity and Higher Education.

Therefore, scientific field committees were instructed to submit their proposed amendments to the existing Ordinance on the Conditions of Appointment to Scientific Titles in accordance with a schedule that would allow the new Ordinance to be adopted by the end of September 2022. The Ordinance on Amendments to the Ordinance on the Conditions of Appointment to Scientific Titles entered into force on 4 October 2022 (OG 111/22).

CROATIAN CONFERENCE OF POLYTECHNICS

The Croatian Conference of Polytechnics has 34 members, 14 of which are public institutions and 20 private ones. Its establishment and scope of activity are defined in Article 94 of the Act on Higher Education and Scientific Activity (OG 119/2022). Prior to the adoption of the new act, this body was known as the Council of Polytechnics and Colleges.

In 2022, the Agency held 5 regular sessions of the Council of Polytechnics and Colleges and two regular sessions of the Conference of Polytechnics.

“In addition to the regular sessions, a special session of the Council of Polytechnics and Colleges was held in May 2022 at the Croatian National Theatre, to mark its 20th anniversary in the Croatian academic community. This special event saw recognitions and awards formally presented for the first time to organisations and individuals who had made consistent contributions to the development of polytechnics and colleges as well as professional study programmes in the Republic of Croatia.

The main topics of discussion at the sessions of the Council (and later the Conference) included the Act on Higher Education and Scientific Activity and the Act on Quality Assurance in Science and Higher Education. The Conference took an active part in the public consultations which preceded their adoption. A topic of particular importance was the harmonisation of HEI activities with the provisions of the Act on Higher Education and Scientific Activity, as well as the transformation of the Council of Polytechnics and Colleges into the Conference of Polytechnics and the harmonisation of relevant documents with the provisions of the Act on Higher Education and Scientific Activity. As a result, on 10 November 2022 the Conference of Polytechnics adopted new Rules of Procedure which govern its operation more closely. The Conference prepared a proposal of the National Criteria for the Appointment to Teaching Positions at Polytechnics, which were made available for public consultation prior to their adoption. The Conference also nominated its representatives to a number of committees and working groups in the area of higher education.

FIELD COMMITTEES

Field committees of the Croatian Conference of Polytechnics held 38 sessions in 2022, issuing a total of 330 positive decisions on the fulfilment of criteria for appointment to teaching titles.

In this period, the Field Committee for the Humanities issued the highest number of positive decisions (169 opinions), followed by the Field Committee for Technical Sciences (85 opinions) and the Field Committee for Biomedicine and Health (36 opinions).

In the said period, 3 sessions of the Field Committees Coordination Board were held (all online). The Board responded to 5 inquiries regarding procedures of appointment to teaching titles and interpretation of conditions stipulated in the Decision on the Conditions for Assessment of Teaching and Professional Activity in the Procedure of Appointment to Teaching Titles (OG 20/12, 85/13 and 4/15). Board members contributed to the work of the Committee for the Development of National Criteria for the Appointment to Teaching Positions at Polytechnics.

Table 4. Decisions issued by field committees in 2022

Field Committee	Social Sciences	Technical Sciences	Humanities	Natural Sciences	Biotechnical sciences	Biomedicine and health	Arts	Field Committees Coordination Board	Total
Number of sessions	9	6	4	5	5	6	3	3	41
Number of opinions	169	85	11	11	12	36	6	0	330
Number of opinions for tenured college professors	17	5	0	1	2	2	0	0	27
Number of opinions for college professors	20	10	2	1	3	4	0	0	40
Number of opinions for senior lecturers	27	22	6	3	1	9	3	0	71
Number of opinions for lecturers	105	48	3	6	6	21	3	0	192

Internal quality assurance

Based on the 2006 decision adopted by the Management Board of the Agency, ASHE developed an integrated quality system which encompasses the entire organisation and is based on the application of the ESG standards and the ISO 9001 standard requirements.

The regular internal audit of the Agency's QMS was carried out from 6 to 12 April 2022. Six internal audits were carried out at the level of all of ASHE's organisational units. The audit teams recorded 7 observations, 5 commendations and 1 recommendation for improvement. No nonconformities were noted. Each year the Agency's QMS is subject to an external audit conducted by Det Norske Veritas (DNV).

DNV conducted this year's external audit on 28 September 2022, focusing on the efficient management of risks and opportunities. The results of the audit demonstrated that the Agency's QMS is compliant with the requirements of the HRN EN ISO 9001:2015 standard.

In 2022 ASHE also took part in the project titled "Introduction of a Quality Management System in the Public Administration of the Republic of Croatia". The project is headed by the Ministry of Justice and Public Administration as part of the Operational Programme "Efficient Human Resources" 2014 –2020 of the European Social Fund (ESF). In December, ASHE carried out an initial self-evaluation in accordance with the criteria provided in the document "Procedure and Criteria for Internal and External Audits of QMS in Public Administration Bodies in the Republic of Croatia".

ASHE continuously monitors user/stakeholder satisfaction with its services. Questionnaires are sent to stakeholders, and their answers are processed, analysed and used to identify good practices and opportunities for improvement. Moreover, stakeholders express their level of satisfaction with ASHE services via e-mail, telephone conversations and at various events organised by ASHE (conferences, workshops, seminars, etc.). Throughout the year, questionnaires are continuously used to collect feedback from members of expert panels and higher education institutions that have participated in different types of external evaluations. The collected information is processed, analysed and discussed at department meetings. These discussions lead to

improvements and the identification of good practice, and feedback is further communicated to the Management Board, the Accreditation Council and other bodies.

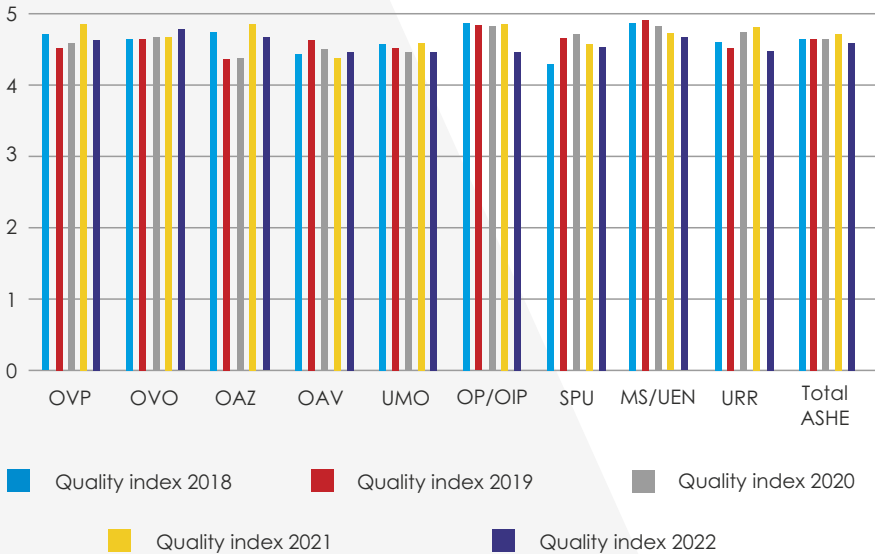


Image 12. Overview of user satisfaction with ASHE services expressed in quality index values with data for the period 2018-2022

An employee satisfaction survey was conducted in March and April 2022. A questionnaire was e-mailed to all employees. It was voluntary and completely anonymous. Questionnaires were filled out via an electronic form. The results have been processed and are available in the report titled "An Examination of Certain Aspects of Organisational Climate and Job Satisfaction". The average job satisfaction grade, which reflects the general attitude the employees hold towards their work, is 4.21 for 2022. This is higher than the average job satisfaction grade for 2021, which was 4.0. Recommendations for improvement include proposals for performance-based pay, further technological improvements to the workplace, office space and the like.

2022 Financial report

A SHE is funded by the Ministry of Science and Education and there were 20 open activities in the budget in 2022. The Financial Report comprises the Agency's revenues and expenditures for the reporting period – reporting year 2022.

The Agency's activities:

- A621155 – Administration and general transactions
- A621179 – National Council for Science, Higher Education and Technological Development
- A621182 – Council of Polytechnics and Colleges
- A621186 – Evaluation of research organizations
- A621187 – Evaluation of higher education institutions
- A621190 – Audit of higher education institutions and research organisations
- A621191 – Graduate employment monitoring
- A621192 – Central Applications Office
- A867004 – Committee for Ethics in Science and Higher Education
- A867009 – HRMinHEI Project - Modernisation of Higher Education Institutions through enhancement of Human Resources Management function
- A867010 – MEHR – Modernisation, Education and Human Rights
- A867013 – DEQAR – Database of External Quality Assurance Reports
- A867014 – ERASMUS - Strengthening multi-partnership cooperation in providing lifelong guidance services – KEEP IN PACT
- A867015 – ERASMUS+ – Allocating Credit to European Professional Training Programmes (ACEPT)
- A867016 – ERASMUS+ - Online course catalogues and databases for transparency and recognition (OCTRA)
- A867017 – ERASMUS PLUS – Automatic Recognition in the Adriatic Region – ADREN
- A867018 – Implementation of the Croatian Qualifications Framework in Higher Education
- K621178 – Equipment and maintenance of the Agency
- K621194 – National Information System for Applications to Higher Education Institutions
- K867008 – European Social Fund - SKAZVO project (Improvement of quality assurance and enhancement systems in higher education)

The Agency's total revenues amounted to HRK 20,133,124.30. The Agency's revenues are posted to accounts of groups 63 *Grants from abroad and grants from other subjects within the general budget*, 65 *Revenues from administrative charges, charges calculated in compliance with*

special regulations and fees and 67 Revenues from the dedicated budget and the Croatian Health Insurance Fund based on contractual obligations. The allocated budget amounted to HRK 19,469,259.05, earmarked revenues amounted to HRK 514,576.67, while other projects amounted to HRK 149,288.58.

Total expenditures comprise **Operating expenses** and **Expenses for the acquisition of non-financial assets**.

Class 3 **Operating expenses** comprises *Staff costs* (accounts of group 31), *Material costs* (accounts of group 32), *Financial expenses* (accounts of group 34) and *Grants given abroad and within the general budget* (accounts of group 36), while class **Expenses for the acquisition of non-financial assets** comprises accounts 41 *Expenses for the acquisition of non-produced fixed assets* and 42 *Expenses for the acquisition of produced fixed assets*.

Staff costs include subgroups of accounts **311 Gross salaries**, **312 Other employee related expenses** and **313 Contributions on salaries**, in which expenses of gross salaries and contributions on salaries and other employee related expenses (vacation bonuses, Christmas bonuses, years of service awards, gifts for children, help for longer periods of sick leave, severance pays for retirement and others) are recorded.

Material costs include staff reimbursement costs and reimbursement to persons who are not employed, expenses for material, energy and services and other unspecified operating expenses.

On item **321 Staff reimbursement costs**, business trips, transportation allowances, professional development of employees and other reimbursements of expenses to employees are recorded. Expenses for office supplies, material and raw materials, energy, material and spare parts for current and investment maintenance, small inventory and tires are recorded on account **322 Material and energy expenses**.

Account **323 Service costs** comprises costs of telephone, postal and transportation services, current and investment maintenance services, promotion and dissemination services, utilities, leases and rents, health services, intellectual services (remuneration to foreign and Croatian members of expert panels in the procedures of initial accreditation, re-accreditation and audit of internal quality assurance and enhancement systems of higher education institutions), IT and other services.

Account **324 Reimbursement of expenses incurred by persons who are not employed** comprises reimbursements of business trip expenses incurred by members of expert panels participating in the procedures of external evaluation in higher education and science and reimbursements of business trips of members of the bodies within the Agency (the Accreditation Council, the Complaints Committee solving complaints against the opinion of the Accreditation Council in the procedures of re-accreditation of higher education institutions, the National Council for Science, Higher Education and Technological Development, the Management Board, the

Follow-up Committee, scientific field committees, scientific area councils, the Council of Polytechnics and Colleges).

Item **329 Other unspecified operating expenses** comprise remuneration to members of representative and executive bodies, committees, etc. (members of the Accreditation Council, the Complaints Committee solving complaints against the opinion of the Accreditation Council in the procedures of re-accreditation of higher education institutions, the National Council for Science, Higher Education and Technological Development, the Management Board, the Follow-up Committee, scientific field committees, field committees, scientific area councils, the Council of Polytechnics and Colleges and other committees established as needed and in

accordance with the activity plan), insurance premium costs, representation costs, membership fees, legal costs and other unspecified expenses. Accounts of the group *Financial expenses* comprise banking and payment operations services. Reimbursements of travel expenses to home institutions of members of bodies and committees are recorded in subgroup **369 Transfers between users of the same budget** within the group *Grants given abroad and within the general budget*.

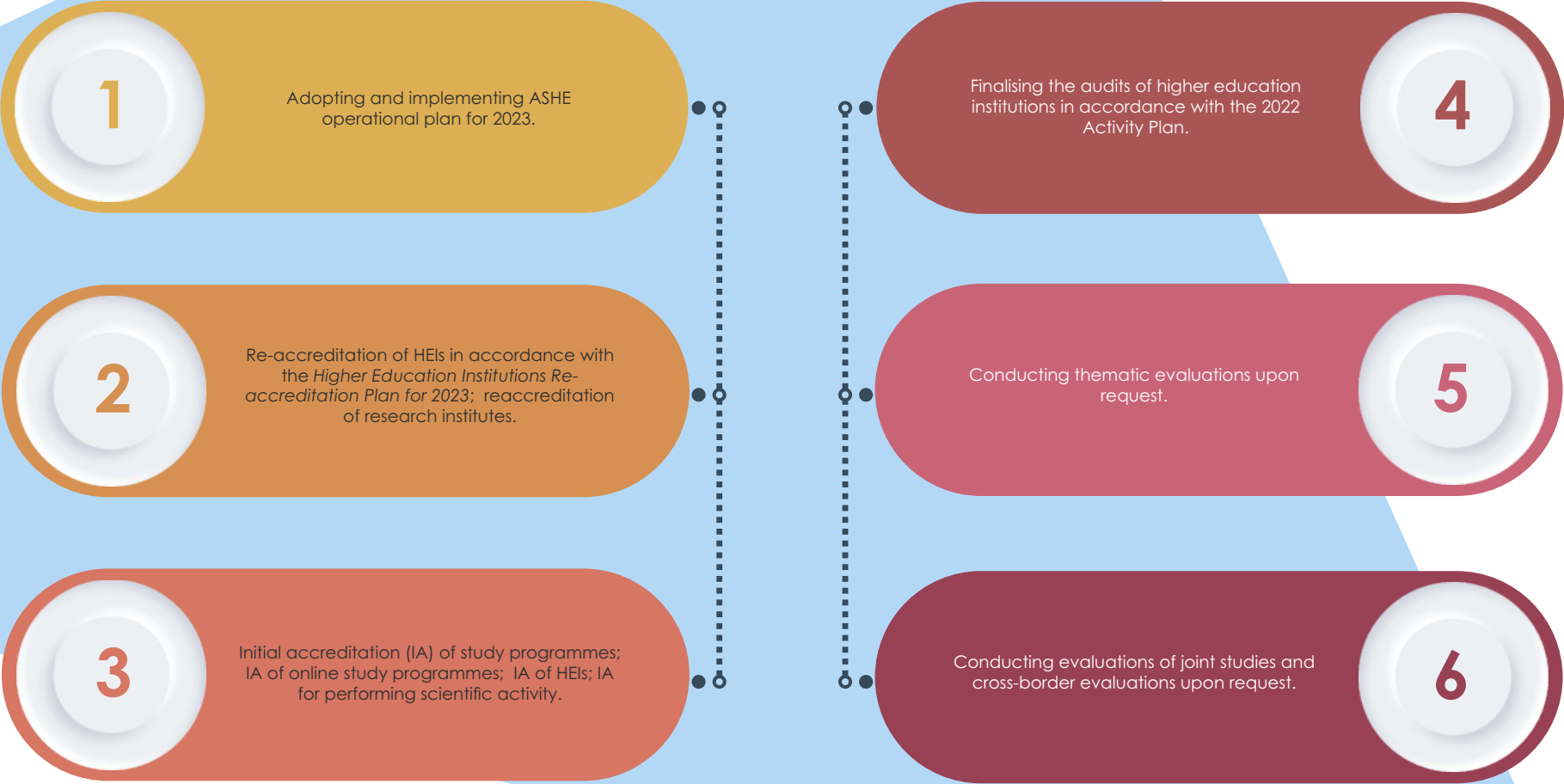
In class 4 **Expenses for the acquisition of non-financial assets**, costs for the acquisition of non-produced and produced fixed assets are recorded in sections **4123 Licenses, 4221 Office equipment and furniture, 4222 Communication equipment, 4223 Maintenance and protection equipment, 4227 Machinery, devices and equipment for other purposes and 4262 Investments in software**.

Chart 3. Revenues and expenditures

Account in the Chart of Accounts	Item description	Realized in 2022 reporting period
1	2	3
6	TOTAL REVENUES	20.133.124,30
63	Grants from abroad and grants from other subjects within the general budget	149.288,58
632	Grants from international organizations and EU institutions and bodies	149.288,58
6323	Current grants from EU institutions and bodies	149.288,58
65	Revenues from administrative charges, charges calculated in compliance with special regulations and fees	514.576,67
651	Administrative charges	514.576,67
6514	Other fees and charges	514.576,67
67	Revenues from the dedicated budget and the Croatian Health Insurance Fund arising from contractual obligations	19.469.259,05
671	Revenues from the dedicated budget for financing regular activities of budget users	19.469.259,05
6711	Revenues from the dedicated budget for financing operating expenses	18.965.462,26
6712	Revenues from the dedicated budget for financing expenditures for the procurement of non-financial assets	503.796,79
	TOTAL EXPENDITURES (3+4)	20.315.093,06
3	Operating expenses	19.811.296,27
31	Staff costs	11.569.347,29
311	Gross salaries	9.524.245,12
3111	Salaries for regular work	9.255.546,10
3113	Salaries for overtime	268.699,02
312	Other employee related expenses	492.489,66
313	Contributions on salaries	1.552.612,51
3132	Health insurance contributions	1.552.612,51
32	Material costs	8.144.122,03
321	Staff reimbursement costs	822.406,94
3211	Travel costs	444.129,36
3212	Transport, field work and separated life allowance	227.843,91
3213	Professional development of employees	150.433,67
322	Material and energy expenses	316.724,52

Account in the Chart of Accounts	Item description	Realized in 2022 reporting period
1	2	3
3221	Office supplies and other material expenses	287.921,48
3223	Energy	14.884,66
3224	Material and spare parts for current and investment maintenance	11.714,38
3225	Small inventory and tires	2.204,00
323	Service costs	5.033.651,24
3231	Telephone, postal and transportation services	215.552,54
3232	Current and investment maintenance services	48.271,25
3233	Promotion and dissemination services	263.612,00
3234	Utilities	20.008,00
3235	Leases and rents	1.078.664,89
3236	Health and veterinary services	66.695,00
3237	Intellectual and personal services	2.415.829,32
3238	IT services	593.963,25
3239	Other services	331.054,99
324	Reimbursement of expenses incurred by persons who are not employed	166.157,70
329	Other unspecified operating expenses	1.805.181,63
3291	Remuneration to representative and executive bodies, committees and similar	1.417.600,12
3292	Insurance premiums	12.617,93
3293	Representation costs	162.458,29
3294	Membership fees and standards	146.451,24
3295	Fees and charges	22.325,00
3296	Legal costs	6.250,00
3299	Other unspecified operating expenses	37.479,05
34	Financial expenses	4.480,51
343	Other financial expenses	4.480,51
3431	Banking and payment operations services	4.480,51
36	Grants given abroad and within the general budget	93.346,44
369	Transfers between users of the same budget	93.346,44
3691	Current transfers between users of the same budget	93.346,44
4	Expenses for the acquisition of non-financial assets	503.796,79
41	Acquisition of non-produced fixed assets	39.772,50
412	Intangible assets	39.772,50
4123	Licences	39.772,50
42	Acquisition of produced fixed assets	464.024,29
422	Plants and equipment	166.589,29
4221	Office equipment and furniture	147.482,49
4222	Communication equipment	15.462,62
4227	Machinery, devices and equipment for other purposes	3.644,18
426	Intangible produced assets	297.435,00
4262	Investment in software	297.435,00

Activity plan for 2023



7

Development and implementation of the CroQF (carrying out procedures for the evaluation of applications for additions to the Register, i.e. sub-registers; support to the work of 11 sectoral councils.

8

Monitoring graduate satisfaction and employment.

9

Support to the work of expert bodies in the system of science and higher education (the Croatian Conference of Polytechnics, field committees, scientific field committees).

10

The start of implementation of the new ESF project "Quality assurance in higher education"; participating in ongoing international projects and applying for new ones.

11

Human resources development - lifelong learning (training of ASHE employees); the application of knowledge and results of the ESF project "Development of a public administration competence framework" for the improvement of the human resources management process.

12

Educational activities for HEIs and students.

13

Improvement of ASHE's internal quality assurance system in line with the ESG and ISO 9001 standard and the application of results of the ESF project "Introduction of a quality management system in the Croatian public administration", conducting internal and external annual audit.

14

Informing the public about enrolment criteria, application deadlines and other relevant information regarding application, competing and obtaining the right to enrol in study programmes, managing applications to integrated undergraduate and graduate study programmes at Croatian HEIs; creating lists of candidates.

15

Carrying out centralised applications to graduate study programmes.

16

Collecting and analysing data of candidates outside the regular education system in Croatia who are enrolling in the first grade of secondary school.

17

Providing information regarding the national education system, foreign education systems and the recognition of foreign higher education qualifications; evaluation of foreign higher education qualifications.

18

Active cooperation with external stakeholders (the Ministry of Science and Education, the Education, Science and Culture Committee of the Croatian Parliament, the Croatian Rectors' Conference, the National Council for Science, Higher Education and Technological Development, the Croatian Conference of Polytechnics, the State Archives, the Croatian Employment Service, the Ministry of Public Administration, the Ministry of Labour, Pension System, Family and Social Policy, etc.).

19

Cooperating with the public and private sector institutions, non-governmental and non-profit organisations.

20

Continuing with the digitalization of ASHE's business processes, providing IT support to ASHE's business processes and ensuring information security.

21

Exchanging experts in the area of science and higher education; delivering presentations at professional conferences; dissemination and promotion activities.



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