

Chapter III: Internationalisation in terms of academic mobility

46. a) Does your institution offer free foreign language courses for academic staff and
b) how many persons have benefited so far?

<p>a) <table border="1" style="display: inline-table; margin-right: 10px;"><tr><td style="padding: 2px;">YES</td><td style="text-align: center;"><input checked="" type="radio"/></td></tr><tr><td style="padding: 2px;">NO</td><td style="text-align: center;"><input type="radio"/></td></tr></table> b)</p>	YES	<input checked="" type="radio"/>	NO	<input type="radio"/>	y. 2010-2011	N/A	
	YES	<input checked="" type="radio"/>					
	NO	<input type="radio"/>					
	y. 2011-2012	N/A					
	y. 2012-2013	N/A					
	y. 2013-2014	N/A					
	y. 2014-2015	127 pers.					
y. 2015-2016	140 pers.						
y. 2016-2017	169 pers.						

47. What is the number of academic staff who teaches in a foreign language?

	Total	Relative to the total number
y. 2010-2011	37	6
y. 2011-2012	39	6
y. 2012-2013	40	6
y. 2013-2014	40	7
y. 2014-2015	43	7
y. 2015-2016	43	7
y. 2016-2017	45	7

48. What is the number of academic staff who has spent at least 1 semester abroad?

	Total	Relative to the total number
y. 2010-2011	5	1
y. 2011-2012	5	1
y. 2012-2013	7	1
y. 2013-2014	8	1
y. 2014-2015	8	1
y. 2015-2016	10	1
y. 2016-2017	10	1

49. What is the number of number of academic staff who has held at least a visiting lectureship abroad?

	Total	Relative to the total number
y. 2010-2011	4	1
y. 2011-2012	4	1
y. 2012-2013	5	1
y. 2013-2014	5	1
y. 2014-2015	7	1
y. 2015-2016	10	1
y. 2016-2017	10	1

50. What is the number of academic staff with international work experience?

	Total	Relative to the total number
y. 2010-2011	8	1
y. 2011-2012	8	1
y. 2012-2013	10	1
y. 2013-2014	12	2
y. 2014-2015	12	2
y. 2015-2016	14	2
y. 2016-2017	14	2

51. What is the number of institution's international visiting academic staff?

	Total	Relative to the total number
y. 2010-2011	5	1
y. 2011-2012	5	1
y. 2012-2013	6	1
y. 2013-2014	8	1
y. 2014-2015	10	2
y. 2015-2016	10	2
y. 2016-2017	12	2

52. What is the total number of academic staff who has gained at least one university degree abroad (1.Bachelor, 2. Master, 3. PhD)?

		Total	Relative to the total number of academic staff
y. 2010-2011	1	0	0
	2	2	1
	3	2	1
y. 2011- 2012	1	0	0
	2	3	1
	3	2	1
y. 2012- 2013	1	0	0
	2	3	1
	3	2	1
y. 2013- 2014	1	0	0
	2	3	1
	3	2	1
y. 2014- 2015	1	0	0
	2	2	1
	3	2	1
y. 2015- 2016	1	0	0
	2	3	1
	3	2	1
y. 2016- 2017	1	0	0
	2	3	1
	3	2	1

53. What is the number of academic staff with post-doctoral research periods abroad?

	Total	Relative to the total number
y. 2010-2011	3	1
y. 2011-2012	3	1
y. 2012-2013	5	1
y. 2013-2014	4	1
y. 2014-2015	4	1
y. 2015-2016	7	1
y. 2016-2017	7	1

54. What is the number of participations of academic staff in international conferences (with qualified contribution)?

	Total	Relative to the total number academic staff
y. 2010-2011	40	6
y. 2011-2012	54	8
y. 2012-2013	57	8
y. 2013-2014	60	8
y. 2014-2015	60	8
y. 2015-2016	65	8
y. 2016-2017	65	8

55. What is the number of academic staff recruited from abroad (doctoral candidates, post-doctoral researchers)?

	Total	Relative to the total number of institution's academic staff
y. 2010-2011	1	0.01
y. 2011-2012	1	0.01
y. 2012-2013	2	0.02
y. 2013-2014	2	0.02
y. 2014-2015	3	0.04
y. 2015-2016	3	0.04
y. 2016-2017	4	0.06

56. What is the number of professors who have been appointed from abroad (delegated by the foreign institution)?

	Total	Relative to the total number of professors
y. 2010-2011	1	3
y. 2011-2012	1	3
y. 2012-2013	2	6
y. 2013-2014	2	6
y. 2014-2015	3	9
y. 2015-2016	3	9
y. 2016-2017	3	9

57. Which instruments do you consider to be the best in fostering internationalisation of your institution at the level of academics? (top three choices)

1.	Academic programmes	<input type="checkbox"/>
2.	Exchange programmes	<input checked="" type="checkbox"/>
3.	Foreign language study	<input type="checkbox"/>
4.	Internationalised curricula	<input checked="" type="checkbox"/>
5.	Enlargement of the area of thematic studies	<input type="checkbox"/>
6.	Work/study abroad	<input type="checkbox"/>
7.	Increase the number of international students	<input type="checkbox"/>
8.	Teaching/learning process	<input checked="" type="checkbox"/>
9.	Joint and double degree programmes	<input type="checkbox"/>
10.	Cross-cultural training	<input type="checkbox"/>
11.	Faculty/staff mobility programmes	<input type="checkbox"/>
12.	Visiting lecturers and scholars	<input type="checkbox"/>

58. Please, list below the European Union's programmes for academics in which your institution participates.

TEMPUS, CEEPUS, ERASMUS+, JOINT OPERATIONAL PROGRAMME "BLACK SEA 2007-2013", FP7, Horizon 2020, etc. Formerly, INTAS, Inco-Copernicus

59. What mechanisms are in place to involve academic and administrative staff in international activities (at home and abroad)?						
1	Partnership in research				<input checked="" type="checkbox"/>	
2	Teaching				<input checked="" type="checkbox"/>	
3	Development assistance				<input type="checkbox"/>	
4	Publications				<input checked="" type="checkbox"/>	
60. What mechanisms are in place to stimulate the presence of foreign academic and administrative staff members on campus (temporary/permanent)? (Please specify)						
Facilities for joint research and training, teaching, multilingual staff at international office, visa/residence permit support for incoming student/staff, accommodation on campus, support for finding accommodation, student canteens, access to libraries and PC rooms, sport activities etc.						
61. What mechanisms are in place to guarantee and stimulate that staff members possess the knowledge and skills required for teaching in international programmes and for other international assignments? (Please specify)						
Providing information about international programs and other international opportunities, offering English language training course for the teaching and administrative staff, salary incentives for KPI regarding the participation in international activities.						
62. How selection and recruitment of new staff (academic and administrative) is targeted at personnel who are internationally experienced/active? (1, international experience is a determinant factor, to 5, international experience is not important at all)		1	2	3	4	5
		<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
63. Which barriers do you consider to be tackled first when speaking about fostering internationalisation among academic staff? (top three choices)						
a	Insufficient funding				<input type="checkbox"/>	
b	Lack of knowledge of opportunities				<input type="checkbox"/>	
c	Insufficient language skills (and language training options)				<input checked="" type="checkbox"/>	
d	Lack of relevant opportunities				<input type="checkbox"/>	
e	Financial implications of extending studies (e.g. additional debt)				<input type="checkbox"/>	
f	Lack of information about funding opportunities				<input checked="" type="checkbox"/>	
g	Lack of institutional support				<input type="checkbox"/>	
h	Lack of instruction in international and intercultural issues				<input type="checkbox"/>	
i	Some barriers – mostly personal – were lower for short periods of mobility				<input type="checkbox"/>	
j	The complexity of application procedures				<input checked="" type="checkbox"/>	
k	Other, please specify				<input type="checkbox"/>	

64. What recommendations are made to improve the international dimension of the human resource management of the institution as part of its internationalisation strategies and policies? (Please specify)

In order to improve the international dimension of the human resource management of the institution it is recommended to promote international relations and partnerships with universities, companies, organizations abroad, and to support the participation of university teaching and administrative staff in international educational programs and research, academic mobility, etc.