



**The Long-term Development Plan of the Faculty of Arts
of Pavol Jozef Šafárik University in Košice for 2020 – 2025**



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Introduction

The presented Long-term Development Plan of the Faculty of Arts of Pavol Jozef Šafárik University (“FF UPJŠ”) for the next period is created in the context of two important frameworks:

1. Twelve years have passed since the re-establishment of FF UPJŠ as the fifth faculty of our university, which now has the status of a research university. A strong university is the most solid framework for the development of social sciences and humanities, which must be supported by our commitment to excellence.
2. The new system of disciplines, the draft accreditation standards is based on the challenge to demonstrate our focus on teaching and research quality, perseverance, and flexibility.

The strength of FF UPJŠ is the prevalence of healthy competition between departments, research teams and individuals in achieving the best possible results in teaching and research. Regular evaluations have enabled the quality of performance to be continuously identified. The extent to which we have been successful in promoting and rewarding balanced quality performance, as well as in taking and implementing measures to eliminate below-average and to achieve above-average results, will be demonstrated by our current readiness to move forward to be able to:

1. exceed accreditation standards of the Slovak Accreditation Agency for Higher Education,
2. continue to develop the quality of our disciplines at the international level,
3. increase our independence and the valuation of our work through grant funding from national agencies and EU grant schemes.

The field of academic culture and self-government

Strategic goal 1

Create fair and ethical environment in which academic freedoms of expression, scientific research, and education will be guaranteed.

Indicators:

- interest in studying and working at FF UPJŠ.

Processes:

- to accept and support freedom of inquiry,
- to model conditions for effective dialogue between teachers and students,
- to create a pleasant and inspiring working environment for staff and students, as well as to promote activities that bring together students, staff, and their families.

Strategic goal 2

Fostering academic traditions and pride in the Faculty of Arts and its graduates

Indicators:

- students, employees, and graduates being proud of FF UPJŠ, the good reputation of the Faculty in Slovakia and abroad.

Processes:

- using academic ceremonies to build student and staff pride and loyalty,
- the promotion of events to create a space for intensive communication and integration of the academic community,
- promoting adherence to the principles of academic ethics and academic integrity,
- systematic support for the Alumni Club and student associations,
- using the professional and staff capacity of the Alumni Club to improve the quality of the educational process, developing cooperation with practice, promotion, and support of the Faculty of Arts,
- active promotion of the successful individuals and achievements of the Faculty of Arts within the academic, professional, and general public.

The field of education

Strategic goal 3

FF UPJŠ is a prestigious educational institution in all fields of study, attractive and seeking quality students.

Objectives:

1.1 Quality dissemination of information and promotion of studies in the fields of study offered by the Faculty, with emphasis on the potential of this offer to contribute to opening up students' life perspectives in a national and international context.

1.2 Offering professional events for the public, increasing understanding of the value, meaningfulness, and perspective of studying social sciences and humanities.

1.3 Collaboration with primary and secondary schools. Offering professional events and training programmes in the professional development of teaching and professional staff in primary and secondary schools to increase their expertise and the possibility of making information about the opportunities of FF UPJŠ available to its students and potential applicants for study

Indicators:

- the number of applicants to study in individual study programmes, statistical indicators of interest trends,
- the number of public professional events and statistics on participants in professional events in each field of study,
- the number of specialized professional events (Olympiads, exhibitions, lectures, etc.) and statistics on pupils, teachers involved in professional events in each field of study,
- the number of training programmes and statistics on candidates and graduates in professional development of primary and secondary school teaching and professional staff and participants in further education (teachers, professional school staff),
- statistics on media outputs (print media - newspapers and magazines, electronic media - radio and television, internet/online media, news portals, TASR, SITA, etc., press releases, articles addressed to the public),
- the number of national and international external experts, external institutions, students, and graduates of the Faculty cooperating in the preparation, offer and promotion of studies and professional events of the faculty in individual fields of study,
- quantitative and qualitative indicators of the work of the Student Council of FF UPJŠ,
- quantitative and qualitative indicators of the work of the emerging Alumni Club of FF UPJŠ.

Processes:

- analysis of the conditions of the admission procedure, admission examinations in relation to the requirements of the study,
- computerisation of the admission procedure,
- analysis of admission conditions, admission examinations in relation to the success rate of studies,
- analysis of trends in students' interest in studying individual study programmes,
- analysis of the preparation of professional events, offer and promotion of studies and professional events in cooperation with national and international external experts, external institutions, students, and graduates of the Faculty,
- cooperation with teachers, professional staff of primary and secondary schools, their further education, offer of supervision, research cooperation, analysis of the interest in the offered training programmes in the professional development of pedagogical and professional staff,
- cooperation and evaluation of cooperation with the media,
- monitoring and continuous refinement of the publication and dissemination methods for Slovak and international prospective students and the public (website, Facebook, Instagram, Twitter, etc.),
- monitoring and evaluating the sources from which Slovak and international students obtain information about their studies and the Faculty,
- evaluating the effectiveness of Open Days, more consistent planning and linking of Open Days and Faculty departmental events,

- participation and evaluation of the effectiveness and quality of participation in promotional campaigns,
- cooperation with the Student Council, the Alumni Club and other student associations in the promotion of studies and the Faculty.

Strategic goal 4

FF UPJŠ provides quality education in all fields of study.

Objectives:

- 4.1 Applying high expectations to Bachelor's degree students in order to prepare them well for subsequent levels of study.
- 4.2 Strengthening the interconnection between teaching and research at Master's level of study.
- 4.3 Providing quality education for sustainable careers, developing pedagogical, socio-personal, civic, linguistic, and digital skills.

Indicators:

- the number of study programmes, statistics of their successful graduates,
- the number of lectures given by eminent experts,
- the number of successful Slovak and foreign graduates in proportion to the number of applicants to the study programme and the number of admitted applicants,
- statistics on the involvement of students in research projects of academic staff,
- the number of research assistants,
- statistics on categories of publication activity and responses to student publications,
- the number of students who have been awarded prizes for their professional, scientific research, artistic activities, activities for the benefit of the Faculty development,
- the number of students who have been awarded an incentive scholarship,
- the number of professional events of the Faculty and departments supporting the legislative, administrative, and organisational framework for successful studies,
- statistics and analysis of the resolution of student complaints (protection of rights, complaints, suggestions for remedying deficiencies),
- the number of students with specific needs,
- analysis of trends in the success rate of studies, with particular reference to the study which exceeds the regular study period,
- statistics on advice requested and provided to students,
- the number of courses offered for the development of pedagogical and socio-personal competences and statistics on applicants, participants, and successful participants,

- the number of digital skills development courses offered and statistics on applicants, participants, and successful participants,
- feedback statistics on the quality of teaching of individual courses and individual academic staff members provided by students,
- statistics on contacts, events, and feedback from graduates of degree programmes,
- statistics on the ratio between the number of students and the number of university teachers in each function,
- requirements for the selection of teachers in individual functions.

Processes:

- expanding the range of study programmes, especially at the Master's level,
- reviewing the offer and content of study programmes to make them more transparent and simpler in line with the Internal Quality System,
- promoting interest in offering lectures by eminent experts in person or by implementing e-learning methods,
- analysing the involvement of students in the research projects of teaching staff members (research assistants, etc.),
- analysing of the success of studies in the context of the organisational and legislative framework,
- analysis of the timeliness of information sheets and electronic boards of courses, the explicitness of the conditions and requirements for successful completion of courses and student assessment, so that unjustified differences do not arise in similar cases before the start of each semester,
- monitoring the timetable for the approval of thesis supervisors for each study programme,
- analysing the availability of examination dates in relation to the number and timing of examinations,
- analysis of indicators of students' active, committed, responsible and systematic approach to study and to the successful completion of individual courses,
- analysis of student willingness and availability of assessment or feedback in relation to the teaching of individual subjects and individual academic staff members,
- monitoring and regular evaluation of study programmes involving students, employers from the relevant economic sector and other stakeholders (application of the latest knowledge in the content of study programmes, effectiveness of student assessment criteria and rules, higher education outcomes, student questionnaires on the quality of teaching and teacher questionnaires, employability of graduates),
- analysis of students' needs and expectations in terms of the development of their socio-personal competences, language, and digital skills,
- analysis of the needs and expectations of university teachers in the development of their pedagogical and socio-personal competences, language, and digital skills
- analysis of students' expectations and involvement in teachers' research activities,
- identifying requirements for the selection of university teachers,
- ensuring the professional development of university teachers,

- monitoring the quality of the spatial, material, technical, information and staffing provision for the delivery of study programmes,
- systematic support for students' extra-curricular and leisure-time activities.

In the field of science and research

Strategic goal 5

FF UPJŠ is an important research institution in the national and international context.

Objectives:

5.1 Obtaining grant support for scientific research projects.

5.2 Quality publication activity contributing to the development of all Faculty disciplines in a national and international context.

5.3 Developing the quality of doctoral studies.

5.4 Development of artistic activities.

Indicators:

- statistics of active participation in research networks in a national context,
- the number of national research projects submitted in individual disciplines of the Faculty,
- the number of successful national research projects in individual disciplines of the Faculty,
- the number of publications co-authored by authors from abroad,
- the number of publications and citations in CC journals,
- the number of publication outputs and citations in indexed databases,
- the number of monographs published in renowned foreign publishing houses,
- the number of monographs published in reputable Slovak publishing houses,
- the number of teaching texts, textbooks, methodological materials, e-learning documents,
- the number of papers presented in Slovak and foreign research events,
- the number of study programmes offered at doctoral level,
- statistics on involvement of PhD students in research projects,
- statistics on the publications by PhD students,
- statistics on individual categories of artistic activities,
- statistics on active work of the university teachers of the Faculty in national professional grant committees and editorial boards of Slovak and foreign scientific and artistic journals
- the number of journals published by the Faculty with special emphasis on journals registered in international databases.

Processes:

- professional and administrative support for the involvement of university teachers and their research teams in national and international research networks,
- professional and administrative support for the submission of national and international research projects in individual disciplines of the Faculty,
- professional and administrative support provided to researchers of national and international research projects in individual disciplines of the Faculty,
- support provided to heads of departments and guarantors to fulfil their responsibilities, continuous evaluation, taking measures in favour of the quality of scientific research and publishing activities of each teacher of individual departments,
- regular evaluation of the performance of individual teachers in research and publication activities,
- regular evaluation of efforts and success of each member of the academic staff in obtaining grant support for research,
- regular assessment of each teacher's publication categories, attempts to publish and the success of publications registered in international databases,
- regular monitoring, support for the preparation and publication of monographs, teaching texts, textbooks, methodological materials, e-learning documents,
- use of grant funds and departmental funds to support active participation in national and international scientific and research events,
- involvement of PhD students in the research projects of supervisors,
- regular evaluation of PhD students' publishing activities with special emphasis on publication outputs registered in international databases; support for the intention of the best PhD students to apply for postdoctoral studies at the Faculty,
- regular evaluation of individual categories of artistic activities,
- evaluation of and remuneration for the active work of the university teachers in national professional grant committees and editorial boards of national and international scientific and artistic journals,
- evaluation of and remuneration for the active work of the university teachers, members of the editorial board of the Faculty journals, with special emphasis on journals registered in international databases,
- supporting editorial teams of the Faculty journals for registration in international databases.

International relations

Strategic goal 6

FF UPJŠ is an established institution in the international educational and research sphere.

Objectives:

6.1 Internationalization of studies.

6.2 Internationalization of research cooperation, development of institutional international cooperation and participation in major national and international research networks.

Indicators:

- the number of study programmes offered in English and statistics on their successful graduates,
- the number of double degree programmes and statistics on their successful graduates,
- statistics on courses offered in a foreign language in study programmes delivered in the Slovak language,
- the number of students who have participated in ERASMUS+, internships or events abroad (conferences, workshops, etc.),
- the number of courses offered in foreign languages and Slovak as a foreign language, statistics on applicants, participants, and successful graduates,
- the number of lectures given by eminent foreign experts,
- statistics on active participation in research networks in the international context,
- statistics on partnerships within the framework of the opportunities offered by the European Union grant schemes,
- statistics on international cooperation of mobility programmes, in particular Erasmus+,
- statistics on student and teacher mobilities,
- statistics on student and teacher mobility in German and French-speaking countries,
- statistics on cooperation with non-governmental institutions in addressing the needs of individual organisational units, e.g. DAAD or OeAD, Institut Français,
- the number of international research projects submitted in individual disciplines of the Faculty,
- the number of successful international research projects in individual disciplines of the Faculty,
- the number of papers presented in research events abroad,
- statistics on mobilities abroad,
- the number of study programmes offered in English at the doctoral level,
- the number of double-degree doctoral programmes,
- the number of students and successful graduates of double-degree doctoral programmes,
- statistics on Erasmus+, internships abroad, presentations at conferences abroad, etc.

Processes:

- analysing the trends in the interest of international students in studying individual study programmes,
- expanding the range of study programmes offered in English, especially at Master's level,
- promoting interest in offering lectures by eminent experts in person or by implementing e-learning methods,

- professional and administrative support for the involvement of university teachers and their research teams in national and international research networks,
- continuing to expand existing organisational and administrative support structures, the main task of which is to make the process of preparing project applications in international grant schemes more dynamic and efficient,
- supporting the further development of international cooperation in mobility programmes, in particular Erasmus+, in two lines: through the conclusion of new contracts and the intensification of cooperation under existing contracts,
- promoting student and teacher mobilities, particularly in German- and French-speaking countries,
- supporting the development of cooperation with non-governmental institutions to address the needs of individual organisational units, e.g. DAAD or OeAD, Institut Français,
- promoting the international cooperation and mobilities abroad,
- promoting and rewarding the challenging study of double-degree doctoral programmes,
- regular evaluation of Erasmus+, internships abroad, doctoral students' presentations at national and international conferences, workshops, etc.

Development and infrastructure of the Faculty

Strategic goal 7

FF UPJŠ is an important educational and research institution with state-of-the-art technical equipment and an environmentally friendly environment.

Indicators:

- statistics on presentations of the Faculty and study opportunities at the Faculty, research projects and outputs, artistic projects and outputs related to the Faculty's TV and Film Studio,
- statistics on research projects and outputs and the activities of international research networks linked to the LICOLAB, the Interpreting and Language Laboratory,
- statistics on environmentally friendly solutions for the improvement and maintenance of the Faculty campus.

Processes:

- promoting the use of the Faculty's Television and Film Studio for the benefit of the presentation and promotion of studies and significant scientific, research and artistic achievements,
- promoting the creation of opportunities for the use of the LICOLAB, the Interpreting and Language Laboratory for the benefit of international scientific research networks and projects,
- initiating environmentally friendly solutions in the improvement and maintenance of the Faculty campus,

- creating the material conditions for the implementation of research and teaching activities.

FF UPJŠ as the youngest and most important part of teaching and research in social sciences and humanities at Pavol Jozef Šafárik University

Strategic goal 8

FF UPJŠ is an excellent educational and research component of the organisational structure of Pavol Jozef Šafárik University in the field of social sciences and humanities (SSH).

Objectives

8.1 Through its educational activities and research in the field of SSH, it makes a significant contribution to the strength of Pavol Jozef Šafárik University with its status as a research university.

8.2 Through the value and opportunities provided by SSH to the University, it makes a significant contribution to civility, open communication, and the fulfilment of academic freedoms for the benefit of knowledge, health, and well-being.

Indicators:

- quantitative and qualitative results of the evaluation of the internal quality system of education at the Faculty of Arts,
- quantitative and qualitative results of the evaluation of the research and publishing activities of the Faculty of Arts,
- quantitative and qualitative indicators of the contribution of the Faculty university teachers to the development of the value-normative dimension of activities of the University.

Processes:

- evaluation of the internal quality system of higher education of the Faculty of Arts according to the standards of the Slovak Accreditation Agency for Higher Education,
- evaluation of the research and publishing activities of the Faculty of Arts, especially with regard to the excellence of the results in the international context,
- evaluation of the contribution of the Faculty university teachers to the development of the value-normative dimension of the university activities in the context of the relationship: needs – expectations – possibilities – results,
- evaluation and further creation of the staff and organisational structure of the Faculty of Arts in the context of the following relationship: new system of disciplines - results of the evaluation of the internal quality system of higher education - institutional accreditation,
- promotion of efficiency, aesthetics and ethics of work and life of university teachers, staff, and students.

Košice 5 October 2020

- ¹ in accordance with Act No. 269 of 11 September 2018 on quality assurance in higher education and on amendments of and supplements to Act No. 343/2015 Coll. on public procurement and on amendments of and supplements to certain acts, as amended