



Erasmus+



Fakulteta za
organizacijske študije
Faculty of organisation studies

ERASMUS POLICY STATEMENT 2021-2027

What would you like to achieve by participating in the Erasmus Programme? How does your participation in the Erasmus Programme fit into your institutional internationalisation and modernisation strategy?

FOS is a Faculty that has enrolled its first students ten years ago and has been oriented toward strategic partnerships from the beginning. We strive towards programmes/projects that would allow our staff more opportunities for personal growth and for making personal connections with professionals and academics worldwide. This would be the basis for spreading and enriching cooperation among institutions. We are oriented towards the exchange of good practices among teachers, non-teaching staff, experts in the field, and students by implementing study exchanges, visiting lectures, summer schools, scientific meetings and conferences, among others. FOS received the ISO 9001 and 27001 standard and throughout we are involving employers to design/ deliver courses, which is reviewed on a 2 year basis. We are developing blended learning on an OLE to meet the needs of all our students as well as for them to receive the most up-to-date digital skills. We have developed our own model of strategic planning to more prudent uses of resources and improving the efficacy of projects. We are also an HEI that relies on alternative sources of funding, mainly through tuition, consultation, various research centers that are under the auspices of the Institute for Business Excellence.

By participating in the Erasmus Programme we want to achieve the modernization of study programme and research work by involving more international partners, experts, support staff, teachers, students and enable the internationalization of their competencies and enable the possibility of acquiring new ones.

By participating in the Erasmus Programme, we will contribute to the implementation of the Institutional Strategy of the Faculty. Within the framework of the Institutional Strategy we have envisaged the following 4 Strategic Guidelines: (1) Study excellence and student satisfaction, (2) Scientific research and development excellence and stakeholder satisfaction, (3) Business excellence and employee satisfaction and (4) Socially responsible action. Through all 4 Strategic Guidelines, we are developing the internationalization and modernization of the institution, as follows:

- Within Strategic Guideline (1) Study excellence and student satisfaction we will through cooperation in KA1 and KA2 Programmes enable students a wider range of competencies, more opportunities to study / practice abroad and consequently enable the modernization and internationalization of their competencies and contribute to the increased satisfaction of students with the study programmes. We will contribute to increasing the cooperation of the number of foreign higher education teachers, staff, and students and the exchange of good practices among them and contribute by exchanging best practices through the mobility of students, staff, and faculty within the context of collaboration with other institution,
- Within Strategic Guideline (2) Scientific research and development excellence and stakeholder satisfaction we will increase the number of projects within the field of education and economy, as well as to broaden our network of international partnerships. The staff and students involved will gain new digital competencies and we will enable the internationalization of their competencies.
- Within Strategic Guideline (3) Business excellence and employee satisfaction we will digitalize our business processes and go towards no paper initiative. We will contribute a portion of revenue

from the research and development projects in proportion to the sum revenue of the faculty. We will contribute to the hours of education for personal and professional development, by adding options for knowledge acquisition and international transfer of best practices.

- Within Strategic Guideline (4) Socially responsible action we will organize several academic events on the topic of science, which will be organized by the faculty and will aim at presenting science to the layman. We will also hold Days of Social Responsible Action that is meant to provide awareness to all on social responsible action. In addition, we will provide assurances in our business processes for equality and non-discrimination of all stakeholders.

Please reflect on the Erasmus actions you would like to take part in and explain how they will be implemented in practice at your institution. Please explain how your institution's participation in these actions will contribute to achieving the objectives of your institutional strategy.

We would like to continue taking part in the key action Erasmus 1 (KA1) - learning mobility and the key action Erasmus 2 (KA2) - cooperation between organizations and institutions. They will be implemented in practice in our institution as an upgrade of the current work, by continuing the existing good practices and expanding the network of partners (foreign organizations, teachers, students, experts).

We will seek institutions that are similar to ours, those that compliment FOS and those that we can develop joint programs, projects and further develop ideas with. We aim to share innovative best practices, as well as to learn from other institutions in participating countries.

We are particularly interested in the execution of student practicums and traineeships and applicative project work within our Master's study programme. We aim at ensuring internationally based research, within our doctoral and post-doctoral research programmes, with which we can improve the quality of dissertations and also the dissemination of their findings.

In our target area, which is quality management, we wish to create a research consortium (especially in post-doctoral projects) to eventually develop a FOS TQM Model. As such, our strategic orientation in international cooperation is oriented towards greater level of trust among individuals and consequently among institutions, whose common goal is to develop and implement joint degrees. Based on mutual interests in the first phase we will develop joint summer schools and then in the second phase a series of scientific meetings and conferences and in the final phase creating an expert group for developing a mutual programs.

By participating in the key action Erasmus 1 (KA1) and key action Erasmus 2 (KA1), we will contribute to achieve the objectives of our institutional strategy by:

- We will undertake the necessary steps to implement digital mobility management in line with the technical standards of the Europeans Student Card Initiative. In this way we will ensure the modernization and internationalization of the faculty.
- We are a small HEI that caters mainly to employed non-traditional students, for this reason we will continue increase our disadvantaged and vulnerable groups by providing financial assistance, tutoring, as well as providing a scholarship to an under-represented groups and/or lower income groups per year. In this way we will implement the Strategic Guideline (1) Study excellence and student satisfaction.
- We have implemented academic recognition of credits gained and we also have mechanisms in place to recognize academic credits obtained with non-Erasmus holders and to guide participants with visas, assist with mobility, and to support participants in improving mobility. In this way we will implement the Strategic Guideline (1) Study excellence and student satisfaction.

- We received the ISO 9001 and 27001 standards and throughout we involve employers to design/deliver courses, which is reviewed on a 2 year basis. We are developing blended learning on an OLE to meet the needs of our working students and to receive the digital skills. Our doctoral program is also involved with the labour market with workplace research issues. Our career center includes alumni from our school that tracks employment, provides training etc. In this way we will implement the Strategic Guidelines (1) Study excellence and student satisfaction, (2) Scientific research and development excellence and stakeholder satisfaction and (3) Business excellence and employee satisfaction.
- We have been establishing strategic partnerships with other HEI from its beginning. We also have various research centers under the auspices of the Institute for Business Excellence, where strategic partnerships have been created to bring the business world into the academic arena. In this way we will implement the Strategic Guideline Strategic Guideline (3) Business excellence and employee satisfaction.
- We have developed our own model of strategic planning to more prudent uses of resources and improving the efficacy of projects. We are also an HEI that also relies on alternative sources of funding, mainly through tuition, consultation, various research centers under the auspices of the Institute for Business Excellence. In this way we will implement the Strategic Guideline Strategic Guidelines (3) Business excellence and employee satisfaction and (4) Socially responsible action.

What is the envisaged impact of your participation in the Erasmus+ Programme on your institution?

We believe that the impact of the Erasmus+ Programme would be following:

- (1) The international cooperation in the past has helped us improve the quality of study excellence and to better understand and teach internationally relevant competencies that students need to improve employability and personal development. We expect in the new Programme the improvement and increase of key competencies, emphasis on digital competences of students and staff. We will measure the impact both qualitatively and quantitatively, through a report on the implementation of certain activities that participants must complete at the end of the activity. We envisage that the by 2027 the faculty will implement digital mobility management in line with the technical standards of the Europeans Student Card Initiative and that 40% of participants (students and staff) will acquire new digital skills through the Programme.
- (2) We will gain and implement new projects (Regional Excellence, Competencies for the new millennium..) that will contribute towards improving research excellence and with its results will in the long-term ensure pedagogic excellence and through the Programme we will also contribute towards the satisfaction of R&D clients. We will measure the impact both qualitatively and quantitatively, through a report on the implementation of certain activities that participants must complete at the end of the activity. We envisage that the by 2027 the faculty will implement at least two research projects, published two monographs and two articles based on research projects and gain five new international partners.
- (3) We will contribute to long-term security and financial stability of the faculty. We will measure the impact both qualitatively and quantitatively, through a report on the implementation of certain activities that participants must complete at the end of the activity. We envisage that the by 2027 the faculty will implement at least 10 new projects within Key action KA1 and/or KA2.
- (4) We will diversify, expand, and enrich studies and with that also enable students to complete their studies quicker, enriched through international experience and towards a more complete personal development enabling them to become more proactive and responsible EU citizens. The key is in increasing their employability and quality in their lives. We will measure the impact both qualitatively

and quantitatively, through a report on the implementation of certain activities that participants must complete at the end of the activity. We envisage that the by 2027 in the Programme will be included at least 15 students.

- (5) We will achieve such personal development of employees that creativity and innovation is a regular occurrence in their daily routines. Academic staff will improve their pedagogic and research missions, administrative staff will improve the quality of their work. We will measure the impact both qualitatively and quantitatively, through a report on the implementation of certain activities that participants must complete at the end of the activity. We envisage that the by 2027 in the Programme will be included at least 7 faculty workers.
- (6) The social responsibility principles will be interconnected through all partner projects, especially through ethical activities that are integrated in the organizational cultural values and by implementing behaviour standards based on efforts towards economic, social, and ecological sustainability. We will measure the impact both qualitatively and quantitatively, through a report on the implementation of certain activities that participants must complete at the end of the activity. We envisage that the by 2027 40% of participants will acquire and/or upgrade social responsibility principles.

In Novo mesto, April 2021