

PRIORITY 1: An Internationally Active Research University							
MEASURE	ACTIVITY	Output indicator	Deadline	Responsibility	Monitoring	Contribution to outcome indicators	
1	to recruit more international professors, academic and teaching staff and students- from undergraduate to doctoral level	Active promotion of incoming mobilities from partner institution to IBU. Adoption and implementation of the Mobility Check-up list	Increased number of incoming students and professors	2023	IRO, Dean of Students, Deans and Head of Departments	Annual IRO report	The 50% of the university's staff/researchers/students are active in applying for research funding from international sources
		Analyse other opportunities such as UK and Fullbright scholarships in order to increase number incoming professors and researcher					The number of the university organizes efficient support services for research.
2	to develop capacity of the International Relation Office to fulfill all increasing obligations in the future,	Assign student volunteers with great speaking and organization skills	International Relations Office functions better and meets all the deadlines accordingly	November, 2018	Dean of Students	Head of IRO office report	Extended international Office capacity could obtain all necessary obligation and planning.
		Employ one additional full-time staff who will work on the duties of International Relations Officer		2023,	Rectorate	Annual IRO report	
3	to recognize at least one staff member on each faculty in charge for international relation and scientific cooperation	In the very first year have the staff representative of each Faculty	Close cooperation between IRO and Faculties to support strategy	2023	Board for International Relations and Scientific Cooperation	Board meeting minutes and annual IRO report	Extended international Office capacity could obtain all necessary obligation and planning.
4	to increase reciprocity in the exchange of students and researchers with universities abroad	Active participation of IRO staff in the International Training Weeks at partnering institutions	Increased number of incoming students and professors	2023	IRO	Annual IRO report	The 50% of the university's staff/researchers/students are active in applying for research funding from international sources
5	to promote research collaborations with international universities in a number of ways, preferably with strategic partners and Student Parliament,	Use Faculty staff representatives to collect and report to IRO and Board all those activities each semester in collaboration with Project office	Increased number of PR promotions of the international research collaboration	2023	Faculty Staff Representative, IRO, Project Office	Annual PR report	The number of the university organizes efficient support services for research.
		Create promotion plan with information gained previously, in collaboration with PR office			IRO, PR		
6	to establish a welcoming atmosphere to help the university's international guests to integrate more easily at the start of their stay in Sarajevo and B&H,	Optimal number of IRO staff in collaboration with other staff through regular meetings and team bulding	Welcoming atmosphere at IBU is improved	2023	IRO, IBU staff	Annual IRO report	The number of the university organizes efficient support services for research.
7	to increase intercultural sensitivity and language skills in both students and staff	Organize meetings with each HoD and staf to gather more information about their networks and prospective partners	Increased number of partner resulted in increased intercultural sensitivity and language skills with both students and staff	Annual Meetings in October- November	IRO, IBU staff	Annual IRO report	The 50% of the university's staff/researchers/students are active in applying for research funding from international sources
		Organize meetings with respective representatives of Embassies in Bosnia and Herzegovina As a result of meetings with HoD as well as Embassies representatives initiate communication with the current and new contacts and prospective partners					
8	to offer international visitors and members of the university constant bilingual support from university staff within faculties and the central administration	Increasing capacities of the IRO with new member and student volunteers Adoption and implementation of the Mobility Check-up list	Increased satisfaction and active involvements of international visitors in the work plan	2023	IRO, Head of Departments	Head of Department Work - plans	The number of the university supports researchers engaging in international research cooperation at the most advanced level.
9	to exchange information on a regular basis between the Board for International relation and Scientific Cooperation and international partners regarding strategy, management, projects, research topics and other important issues.	Organize International Week annually and include reports	Better dissemination of the relevant information between the partners and IBU staff	2023	IRO	International Week Report	The 50% university's staff/researchers/students participate in the planning and follow up committees of international research programmes
10	to annually organize International Week on IBU	Preparation and organization of the IW	Better dissemination of the relevant information between the partners and IBU staff	2023	IRO	International Week Report	
11	International Journals and annual International conferences on the level of each Faculties are indexed and will increase visibility and relevance.	Under each Faculty level journal development plan will be created with minimum standards to be satisfied in the period of one year regarding publication consistency and indexing. After this long-term plans will be made	Till the end of 2018/2019 each journal at IBU published its issues regularly and applied/got accepted to the index of the appropriate rank	September 2019	Deans	Annual journal report	Number of the IBU journals and conference papers issues
		Erasmus + mobilities and all other ways of networking will be used to enrich the editoshp as well as authorship with international names	Staff members who went on Erasmus + mobilities reported involvement of professors and academic staff of the host institution into editorship/authorship of the IBU journal	September 2019	Head of Departments, Journal Editors		
		Plans for academic development in terms of publications per annum will be created on each Faculty level.	Each member of academic staff have clear insight into what are the minimum publications requirement for him/her and follow it regularly.	September 2019	Deans, Head of Departments		
12	Active involvement of the Local and International CSOs, Industry and Business partners in the research activities	Close cooperation with the Project Office at IBU which will result in the optimal exchange of the information	Increased number of local and international CSOs, industry and business partners included in the research activities	2023	IRO, Project Office	Project Office Report	Number of the partners in the research projects coming from Local and International CSOs, Industry and Business activities number of commonly created Master and PhD thesis with expertise from abroad
13	Awarding honorary doctorates and their affirmation	Through Board for International Relations and Scientific Cooperation at least one nominee per Faculty per year will be proposed	Increased number of international honorary doctorates	2023	IRO, Board for International Relations and Scientific Cooperation	Board meeting minutes and annual IRO report	Number of Honorary diplomas

PRIORITY 2: International Educational Cooperation

MEASURE		ACTIVITY	Output indicator	Deadline	Responsibility	Monitoring	Contribution to outcome indicators
1	The internationalization of curricula and study programmes at all three levels of education	Promotion of joint/dual degree programs in each departments at all three levels of education	Increase in joint/degree programs	2023	IRO, Head of Departments	Annual IRO report	number of joint and dual degree programs
		Work with Project office for motivation of the staff in application of Erasmus CB projects focused on curricula and new study programs	Increase of the applied/ approved Erasmus CB projects	2023	IRO, Project Office	Annual Project Office report	number of internationalized study programs
2	The university supports the international mobility of teachers /researchers/PhD students.	Active promotion and motivation among all staff and students	Increased number of the events with the focus on the promotion and motivation for mobility of staff and students	2023	IRO	Annual IRO report	the number of international visits by teaching and research staff from IBU
3	The university includes a course supporting internationalization in the studies of doctoral students and in the training of postdoctoral researchers.	Proposal of minimum two hours courses for all doctoral and post-doctoral students how to increase cooperation among international	Accepted course proposals	2023	IRO	Annual IRO report	number of international doctoral and postdoctoral research programs
5	Establishment of Joint and double degrees	During 2018/2019 focus should be given to the joint degree program with Croatia and Austria that is going to be launched at IRES department. As a testing dual degree IBU will benefit as much it can with lessons learned for the future joint/dual degrees	Joint degree with Austria and Croatia is successfully implemented	2023	Head of IRES deptment, FESS	Report on joint degree, Annual IRO report	number of joint and dual degree programs
		Analysis of the prospective joint/dual degrees that can surely bring value to the IBU should be made at each Faculty level					
6	Teaching staff exchanges are included in university teachers' work plans	Create work plans including all Erasmus mobility annually on each department	Erasmus incoming teaching mobilities are successfully used at each department, mobility check list is used to approve that	2023	IRO, Head of Departments	Head of Departments report, Annual IRO report	the number of international visits by teaching and research staff from IBU
							the number of international visits by teaching and research staff on IBU
							the number of lectures delivered by academic staff from other universities from EU and world
7	The university encourages its researchers and teaching staff to be more active in visiting the university's partner institutions and research institutes abroad, and to expand the duration of their visits to a minimum of one week.	Active promotion and motivation among all staff members	Increased number of the events with the focus on the promotion and motivation for mobility of staff members	2023	IRO	Annual IRO report	the number of international visits by teaching and research staff from IBU
8	The university's researchers are active in participating in international doctoral and postdoctoral research programmes.	Active promotion and motivation among all staff members	Increased number of the events with the focus on the promotion and motivation for mobility of staff members	2023	IRO	Annual IRO report	the number of international visits by teaching and research staff from IBU
9	The working life skills of the university's graduates are enhanced by international trainee mobility programmes intended for newly graduated students and Student Parliament.	Active promotion and motivation among all sstudents	Increased number of the events with the focus on the promotion and motivation for mobility of students	2023	Student Parliament, IRO	Annual IRO report	the number of international degree students
10	The university launches a service concept to cater for the needs of incoming international researchers and teaching staff in particular.	Optimal number of IRO staff in collaboration with other staff through regular meetings and team bulding	Welcoming atmosphere at IBU is improved	2023	IRO, IBU staff	Annual IRO report	the number of satisfied international visits by teaching and research staff on IBU
11	The university offers supporting services relating to teaching and research staff mobility on all campuses of the university.	Optimal number of IRO staff in collaboration with other staff through regular meetings and team bulding	Welcoming atmosphere at IBU is improved	2023	IRO, IBU staff	Annual IRO report	the number of satisfied international visits by teaching and research staff on IBU
12	Organization of the interdisciplinary International Symposium annually	Promotion and motivation of staff members to organize these kind of events	Interdisciplinary International Symposium are organized annually	2023	IRO	Annual IRO Report	the number of lectures delivered by academic staff from other universities from EU and world
13	To include DL and other innovative education tools in international Joint and Dual degrees	Promotion and motivation of staff members to include DL and other innovative education tools in International joint and dual degrees	Opportunities of the DL are included in international Joint and Dual degrees	2023	IRO, Head of Departments	Annual IRO report	the number of courses created/modernized according to the EU market requirements based on new technological developments
							number of commonly created Master and PhD thesis with expertise from abroad

PRIORITY 3: Participation in International Networks

MEASURE		ACTIVITY	Output indicator	Deadline	Responsibility	Monitoring	Contribution to outcome indicators
1	International cooperation is deepened and diversified with partners and networks that are well-suited for the university's profile.	Organize meetings with each HoD and staf to gather more information about their networks and prospective partners well suited for the University profile	Increased number of active MoUs	2023	IRO, Head of Departments	Annual IRO report	the number of the deepened and diversified with partners and networks that are well-suited for the university's profile
2	The university is active member in the activities of the existing networks	Organize meetings with each HoD and staf to gather more information about their networks and prospective partners well suited for the University profile	Increased number of the active network memberships	2023	IRO, Head of Departments	Annual IRO report	the number of the deepened and diversified with partners and networks that are well-suited for the university's profile
3	The University is hosting the round tables on different topics together with active International community and embassies in BiH making a platform for future networking.	Preparation of the plan of the future host-events that will include international community and embassies in B&H	Increased number of different events	2023	IRO, Head of Departments	Annual IRO report	the number of roundtable organized with active international community and embassies in BiH
		Organize meetings with respective representatives of embassies and international community in Bosnia and Herzegovina					number of the hosting events with new
4	To initiate membership in other active academic and the research networks such as ERA-NET	Initiation letters sent to different networks with the intention to obtain membership beneficial for University	At least one network membership	2023	IRO	Annual IRO report	number of new memberships in the new networks number of the partners and networks initiated by diaspora
5	To initiate networking in the area of sport and start up competitions	Apply for the membership in networks in the area of sport and start up competitions	Increased number of the network membership	2023	Dean of Students, Burch Incubator	Dean of students report, Incubator report	number of the partners and networks initiated by diaspora the number of the networks in sport and entrepreneurship
6	To initiate and expand the bilateral cooperation with Europe, North Africa, Asia, North and South America, Australia and China.	Organize meetings with respective representatives of embassies and international community in Bosnia and Herzegovina	Increased number of the initiatives with the embassies and international community	2023	IRO	Annual IRO report	the number of the research projects initiated by networks
		Active participation of the IRO staff on the International Week at the institutions in these regions	Increased numbers of active MoUs with the institutions from those regions				number of bilateral cooperation
7	The university's profile is enhanced in Europe, North Africa, Asia, North and South America, Australia and China.	Active participation of the IRO staff on the International Week other events abroad at the institutions in these regions	University profile is enhanced in the Europe and other regions	2023	IRO	Annual IRO report	number of bilateral cooperation
							the number of the research projects