

# *University of Zadar, Croatia*



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Initial thoughts for a Policy document

■ ***Background***

As a consequence of the Bologna Declaration and the law reforming the Croatian University system, the University of Zadar is in the process of a significant reform.

Due to the changing circumstances the University has to redefine its traditional role.

As a new university, the University of Zadar has to define itself within the Croatian higher education system.

- ***Vision / mission***

We are trying to define the place of Zadar within the competitive new setting.

Accordingly, the University of Zadar needs to utilize its specific advantages and resources.

The Policy Document has to postulate the concrete forms and develop programs that can utilize these advantages.

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■ ***Goals***

These goals are targeted in the following areas and in the following order: research, teaching, management and administration.

The main goal is to retain the status of the University of Zadar as a research-oriented institution.

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■ ***Responsibility***

In general terms, all employees of the University of Zadar are responsible (for their own personal development) but the main responsibility lies on the University Senate and the vision of the Rector.

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- Operational plans. Mandatory or optional ?!

It is mandatory (in some way) to establish the Office for Staff Development (Office for Human Resources) but we believe that courses in staff development should be optional.

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■ ***Evaluation***

The University of Zadar has departments (such as psychology, sociology, pedagogy) which will monitor and evaluate the output of the applied programs in staff development.

These research results will be sent to the Senate and to the individual departments (eliciting feedback).



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■ ***Financing***

The primary step of our activities is to convince the administration (the executive board) to allocate funds for this staff development program.