RESEARCH STRATEGY 2016 – 2020

UNIVERSITY OF SPLIT FACULTY OF KINESIOLOGY UNIVERSITY OF SPLIT FACULTY OF KINESIOLOGY

RESEARCH STRATEGY

2016-2020

Split, March 2016

Conte	nts		
1. ESTAB	LISHN	VENT, PURPOSE AND ACTIVITIES OF THE FACULTY	4
1.1.	Visio	on, mission and values of the Faculty	4
1.2.	Orga	anisational structure of the Faculty	6
2. ANALY BUSINES	SIS C SSET	DF FACULTY'S SCIENITIFIC POTENTIAL AND OF ITS POSITION IN THE SCIENTIFIC AND TINGS	7
2.1.	Staf	f structure holding research and teaching, teaching, and associate positions	7
2.2.	Data	a on research projects from the previous strategic period	9
2.2.3	1.	Projects funded by the Ministry of Science, Education and Sports	9
2.2.2	2.	Projects funded by the Croatian Science Foundation (HRZZ)	9
2.2.3	3.	Projects implemented in collaboration with international institutions	10
2.3.	Num	nber of PhD students and postdocs on 31 December 2015	11
2.4.	Num	ber of defended doctoral dissertations on 31 Decembers 2015	11
2.5. databa	Num ses	nber of published papers in journals covered in WoSCC, SCOPUS and other citation	11
2.6.	SWC	DT analysis	13
2.6.3	1.	Strengths	13
2.6.2	2.	Weaknesses	14
2.6.3	3.	Opportunities	14
2.6.4	4.	Threats	14
3. STRAT	EGIC	GOALS	16
4. EXPEC	TED C	DUTCOMES OF THE RESEARCH STRATEGY	18
5. SCIENT	TIFIC T	TOPICS THE FACULTY PLANS TO COVER	19
6. SCHED	ULE (OF ORGANISATIONAL DEVELOPMENT OF SCIENTIFIC ARRANGEMENTS	20
6.1.	Esta	blishment of the Institute of Kinesiology and Sport	20
6.2.	Ren	ovation of facilities and laboratories at Teslina 10 and 12	20
6.3.	Mor	e quality management of scientific equipment	20
6.4.	Enco	puragement of scientific excellence	21
6.5.	Inte	nsification of collaboration with the teaching and resaerch related institutions	21
6.6.	Deve	elopment of a kinesiological advisory centre with the University as a partner	22
7. INDICA	TORS	S OF SUCCESSFUL IMPLEMENTATION OF THE RESEARCH STRATEGY IN THE STRATEGIC	
PERIOD	•••••		23
7.1.	Indio	cators of success in scientific research	23

	7.2.	Offering scientific services, advises and expert services
	7.3. expert	Scientific and professional development of PhD students, postdocs and other scientific and staff memebrs
8.	APPEN	DIXES
	Appen journa	ndix 1. Scientific papers listed per departments and published in the 2009 – 2015 period in als indexed in WoSCC and SCOPUS databases
	Appen for the	ndix 2. Research topics of interest to the Faculty employees listed per departments planned e 2016 – 2020 period
	Appen from r	ndix 3. Research topics of the Faculty employees in collaboration with other researchers national and international universities planned for the 2016 -2020 period

1. ESTABLISHMENT, PURPOSE AND ACTIVITIES OF THE FACULTY

The Faculty of Kinesiology, University of Split was established in 2008 and it is the youngest constituent of the University of Split. However, the study of Kinesiology in Split has a long tradition. Institutional higher education of teachers of kinesiology in Split has lasted since the 1953/1954 academic year when the study of Physical education was a part of College of Education that is Academy of Education. Since 1978 the four-year study was implemented: within the University of Split, Faculty of Humanities and Social Sciences in Zadar - Basic Organisation of the Associated Labour in Split, Faculty of Science and Education (later Faculty of Science and Kinesiology). Since 2003 an enhanced endeavour of the staff from the Department of Kinesiology at the Faculty of Science and Education, University of Split, and particularly during the process of adjustment of higher educational institutions to the Bologna process, and besides an ever growing number of young scientists and an overall support of professional and scientific community, has resulted in establishment of the Faculty of Kinesiology as an independent constituent of the University of Split. Undergraduate, graduate and postgraduate studies are implemented at the Faculty according to the principles of the Bologna declaration. At its modest beginning the Faculty employed only three full-time teachers and currently the Faculty of Kinesiology employs 50 people, 28 persons in teaching and research positions, 7 in associate positions and 15 employees in administrative and technical services. At the moment the Faculty of Kinesiology represents a respectable institution which is independently capable of offering educational, professional and scientific development of all profiles of kinesiologists (in kinesiological education, sports, kinesiological recreation and kinesitherapy). The institution has relied exclusively on its own research and teaching staff which actively participates in professional and research production and thus creating and promoting an image of the Faculty of Kinesiology in the contemporary research area.

4

1.1. Vision, mission and values of the Faculty

VISION

Our vision is to develop regional recognition in education of enterprising, market oriented and socially involved kinesiologists as well as to improve development and transfer of scientific research and professional knowledge toward individuals and organisations in all areas of applied kinesiology and society as a whole.

MISSION

Quality education and encouragement of scientific research and professional activity as means of contribution to individual growth and social inclusion of creative, innovative, competent and enterprising professional and scientists in all areas of applied kinesiology, whilst entirely accepting the labour market and society.

VALUES (PRINCIPLES)

Excellence

Through all its procedures the FKST shall be guided by the principle of excellence in the first place. Procedure of entrance examination for the undergraduate, graduate and postgraduate studies shall be implemented by means of choosing the most talented among all applied applicants. The same principle shall be applied when employing new staff in a public call for certain positions. An objective system of evaluation of the most competent students shall be used for giving the best grades to those students and at the same time it shall be a recommendation of the Faculty in the labour market. The Faculty shall also stimulate the scientific, teaching and professional excellence of its employees.

Equity and social inclusion

The FKST shall undertake the necessary activities with the aim of the social profile of students who are enrolling the Faculty, studying and successfully completing the study, to correspond to the social profile of a wider population. In this matter different measures shall be used for studying to be more available to the so called vulnerable groups of students: students with disabilities, students of lower socioeconomic status, students older than 25,

5

students working while studying, students with health problems, students' parents and students living outside the place of studying.

Accessibility

During its working hours the Faculty staff shall endeavour to be available to students as much as possible. Regular consultation hours and quick replies to written queries shall provide students with quality communication with the Faculty employees. Students shall be able to communicate to the Faculty management their problems through student representatives and teacher representatives of each study year. The system of tutorship and mentorship on all levels of study shall allow additional consultation to each student.

1.2. Organisational structure of the Faculty

According to the Statute of the Faculty and Regulations on internal organisation and systematisation of work positions at the Faculty of Kinesiology in Split the Faculty bodies are Dean, Faculty Council and other bodies defined according to the Statute of the Faculty and other Faculty Acts, and the organisational units are the following: *the research and teaching units* (Departments and Chairs, Division of Professional Studies, Division of Lifelong Learning, Division of International Cooperation and Institute of Kinesiology and Sport) and *the non-teaching units* (Office of the Dean/Deanery, Legal and Administrative Service, Finance and Accounting Service, Student Administration Office, Public Procurement Service, Information Technology Centre, Technical Service and Library).



2. ANALYSIS OF FACULTY'S SCIENITIFIC POTENTIAL AND OF ITS POSITION IN THE SCIENTIFIC AND BUSINESS SETTINGS

2.1. Staff structure holding research and teaching, teaching, and associate positions

The Faculty currently employs 42 staff members holding teaching and research, associate and teaching positions as follows: 3 full professors with tenure, 6 full professors first-choice, 5 associate professors, 14 assistant professors, 2 postgraduate students, 5 research fellows postgradraduate students and 7 lectures. The overall number of employees inlcudes 70% of teachers and 30% of administrative staff.



Number of teachers

2.2. Data on research projects from the previous strategic period

2.2.1. Projects funded by the Ministry of Science, Education and Sports

Table includes data on principal investigators of each project and number of papers published in journals indexed in the WoSCC databases as well as number of defended doctoral dissertations on the projects.

 Table 1. Number of published papers in the WoSCC databases and defended doctoral dissertations on the

 Faculty projects

Principal Investigator	Project title	WoSCC papers	Dissertations
Professor Ratko Katić,	Anthropological Studies of Biomotor Development	34	1
PhD	and Kinesiological Activities		
Professor Slavko Trninić,	Diagnostics of Specific Psychosocial Features of	4	4
PhD	Athletes in Team Sports Games	7	7
Professor Nikola	Massuring Instruments in Kinesitherapy	Λ	0
Rausavljević, PhD		4	0
Professor Đurdica Miletić,	Measuring Motor Knowledge in Kinesiology	8	6
PhD		0	0
Professor Damir Sekulić,	Field and Specific-Situational Measuring	15	2
PhD	Instruments in Kinesiology	15	2
Professor Boris Maleš,	Laboraton Massuring Instruments in Kinecialogy	2	2
PhD		3	2
Professor Nenad Rogulj, PhD	Sport Talents Detection	6	1

2.2.2. Projects funded by the Croatian Science Foundation (HRZZ)

Table 2 shows data on project title and principal investigator as well as the starting year and the ending year of the current project (2 years for its realisation).

Principal Investigator		Project title	Starting year	Ending year
Assistant	Professor	Anaerobic capacities in kicking combat sports,	2014	2017
Dražen Čular, PhD		<u>No: 6524</u>	2014	2017

Table 2. Croatian Science Foundation p	project
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2.2.3. Projects implemented in collaboration with international institutions

 Incidencija, prediktivni i protektivni faktori upotrebe i zloupotrebe supstanci kod adolescenata u Hercegovačko Neretvanskoj županiji¹ (Project period: 2011-2012)

Principal investigator of the project is Professor Zdenko Ostojić, PhD (School of Medicine Mostar) and Professor Damir Sekulić, PhD (Faculty of Kinesiology in Split) is a project team member. Project is funded by the Federal Ministry of Education and Science, Bosnia and Herzegovina.

Basic aim of this project is to determine incidence of substance abuse (cigarettes, alcohol, drugs) in adolescents from Hercegovina-Neretva Canton.

2. Characterization and Detection of Prolonged Endothelin Receptors Antagonists Administration (ERAATH). Project period: 2011-2013

Principal investigator of the project is **Professor** Sergej Ostojić, PhD (Centre for Health, Exercise and Sport Sciences, Serbia), and Professor Damir Sekulić, PhD (Faculty of Kinesiology in Split) is a project team member. Project is funded by the World Anti-Doping Agency.

3. Physical activity and fitness components in elderly (Principal investigator Professor Saša Pantelić)

Project period: 2011-2014. Professor Đurđica Miletić; PhD (Faculty of Kinesiology in Split) was a project team member.

¹ Incidence, predictive and protective factors of substance use and abuse in adolescents form Herzegovina – Neretva Canton

2.3. Number of PhD students and postdocs on 31 December 2015

On 31 December 2015 27 students were attending doctoral study programme at the Faculty of Kinesiology in Split.

2.4. Number of defended doctoral dissertations on 31 Decembers 2015

On 31 December 2015 42 doctoral dissertations had been defended at the Faculty of Kinesiology of Split. Do 31. 12. 2015.

2.5. Number of published papers in journals covered in WoSCC, SCOPUS and other citation databases

JOURNALS	2009	2010	2011	2012	2013	2014	2015
WoSCC	15	15	16	18	35	15	14
SCOPUS	3	5	4	2	2	6	15
OTHER	51	53	104	90	31	41	81
CITATION	64	100	110	420	252	115	161
WoSCC	64	106	119	139	253	110	101
CITATION		4	0	4.4	47	37	47
SCOPUS		4	9	11	17	57	-17

Table 3. Scientific productivity of the Faculty employees in the 2009-2015 period

The table shows that, besides in 2013, the number of papers categorised as A1 and A2 papers that are not indexed in WoSCC and SCOPUS databases, has been significantly higher than the number or research papers indexed in both WoSCC and SCOPUS databases.

There are more causes proving the mentioned. First of all, the system of research in Croatia has suffered a lack of funds and has never been coordinated with the European standards.

There has been an unlearn spending range of the university budgets in the area of scientific research as well as lack of evaluating time of employees though their salaries for the work invested in scientific research. The funds for material expenses of research are exceptionally low and were distributed through a system of research projects of the Ministry of Science, Education and Sports which has encouraged fragmentation of research and withheld leadership of institutionally policy as well as strategic management of research. Thus the

consequences were weak financial development on instruments for development of science and implementation of research policy.

Furthermore, the regulations on classification research and teaching positions in social sciences fail to provide a necessity for publishing research papers in journals from CC database. In 2012, the requisites for progression on teaching positions were stricter for only a short period of time which immediately resulted in significant growth of published research papers authored by the Faculty employees and published in WoSCC journals in 2013. However, the majority of previously mentioned papers (26 papers or 75%) were published in one journal (Collegium Antropologicum), 2 papers (6%) were published in other Croatian WoSCC journals. Only 7 papers were published in international WoSCC journals. At the same time there was a significant decrease in number of papers published in scientific journals not indexed in WoSCC or SCOPUS databases. Soon after enacting new regulations on research position progress, the Constitutional Court of the Republic of Croatia repealed it. Also, in 2014, journal Collegium Antropologicum failed to be classified in WoSCC database. Due to the mentioned, there has been a significant decrease in number of published papers in journals from WoSCC database (approximately to the level corresponding to one from the 2009-2012 period) in 2014 and 2015. However, a positive trend of growth in number of papers published in WoSCC journal in 2014 (11 of 15) and in 2015 (12 of 14).

With the aim of encouraging scientific excellence, a committee for research which developed regulations on encouragement of scientific excellence from own funds as well as from designated funds of the Ministry of Education, Science and Sports was formed in 2015.

Since those were short-term measurements, their effects were evident in 2015 and an equal number of papers was published in journals indexed in WoSCC database in both 2014 and 2015. However, it is expected that until the end of the strategic period those measurements will result, amongst other, in an increasing number of research papers published in quality international journals, in more frequent applications to research projects and more activities related to popularisation of science.

A similar trend to the one of publishing research papers in journals indexed in WoSCC and SCOPUS databases was noticed in citations taken from papers published by the employees in those same databases. A significant increase of those citations was noticed in the period between 2009 (64 citations) and 2013 (253 citation). Due to the previously mentioned reasons, in 2014 a significant decrease has been noticed in number of published papers and

12

in number of citations in journals indexed in WoSCC databases. However, in 2015 a significant increase was noticed in citations in journals indexed in WoSCC and SCOPUS databases.

To conclude, scientific productivity of the Faculty employees in the previous 7-year period (2009-2915), considering we are a young institution within a university and Croatian framework and considering a non-stimulating legal regulations for making scientific progress in the area of social sciences, it can be evaluated as more than satisfactory. However, if this scientific productivity was considered within a European and world framework, it can be evaluated as relatively unsatisfactory. Particularly in reference to the number of papers published in journals indexed in WoSCC and SCOPUS databases.

Papers listed per departments and published by the Faculty employees between 2009 and 2015 in journals indexed in WoSCC and SCOPUS databases are shown in Appendix 1.

2.6. SWOT analysis

Both authenticity of assumptions from this document and probability of meeting goals set in the following chapters, cannot be assessed without primarily getting an insight into national, regional and international contexts. A detailed analysis of international, national and university contexts and of internal factors of different Faculty activities are shown in Development Strategy of the Faculty. Therefore, this document offers a brief SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis of scientific potential of the Faculty of Kinesiology in Split and its position in both research and business contexts.

The following strengths, weaknesses, opportunities and threats were isolated in order to achieve intended strategic goals of scientific research:

2.6.1. Strengths

Capacity for interdisciplinary research Possibility for participation of student sin research activities during their studies Stable and positive financial situation Trend of development in business operation and financial revenue Development of a detailed system of awarding scientific excellence

13

Effective cooperation with sports clubs, associations, schools... (availability of respondents for a research paper)

2.6.2. Weaknesses

Lack of adequate facilities

Lack of professional, administrative and support staff, particularly of staff related to scientific and project activities

Insufficient scientific literature in Croatian

Lack of cooperation with the economy, local community and the society as a whole Insufficient scientific productivity of the employees

Insufficient "visibility" of the Faculty in international academic and scientific community

Lack of adequate equipment for research

Insufficiently developed mechanism for ensuring maximum use of scientific equipment at

Faculty of Kinesiology in Split and the wider academic and economic community

Insufficient investments in scientific and professional activities

Non-existence of a system for motivating and awarding scientific and professional activities

Insufficient number of international projects

Insufficient involvement of employees in activities of the 3rd university mission

Insufficient mobility of students and Faculty employees

Poor knowledge of English found partially in teaching and administration staff

2.6.3. Opportunities

A wide spectrum of possible external sources for financing projects Connecting to other faculties in Croatia and abroad through common research, professional and developmental projects

Collaboration with the economy and local community on common projects

Geographical position

Trend of recognising kinesiology as a scientific area with positive influence on life quality

2.6.4. Threats

Demographic problems (falling off in the birth rate)

Economic crisis

Insufficient state investments in science and education

Insufficient legislative and legal acts for progression on research and teaching positions Limited possibilities for employments funded from the budget

Low number of Faculty representatives in research bodies/committees on the local and national level

Insufficient number of experts from the area of kinesiology included in processes of making decisions important for improvement of science in the area of kinesiology and sport

3. STRATEGIC GOALS

Six strategic priorities have been defined in the Strategic Development Plan of the Faculty:

- 1. The Faculty of Kinesiology in Split shall become an attractive faculty for talented pupils and students as well as for competent experts and researchers who will be provided with optimal conditions for career advancement
- 2. The Faculty of Kinesiology in Split shall offer quality education available to everyone and coordinated with the market needs
- 3. The Faculty of Kinesiology in Split shall develop scientific, research and professional potentials
- 4. In partnership with the University, the Faculty of Kinesiology in Split shall put its scientific, research and professional potentials in function of development of the local community and the society as a whole
- 5. The Faculty of Kinesiology in Split shall integrate itself within the European Area of higher education, and it shall also internationalise its study and lifelong learning programmes
- 6. Through establishment of a more efficient and more contemporary business system, and reinforcement of cooperation with potential partners and application to projects, issued by national and international institutions, the Faculty of Kinesiology in Split shall improve the existing material, technical, financial and human resources of the Faculty

Fundamental strategic goal related to both science and innovations is strategic goal 3 "The Faculty of Kinesiology in Split shall develop scientific, research and professional potentials". However, all the other goals are partially related to development of Faculty research activities. So, the first goal aims to attract talented students and researchers to the Faculty and to offer them training and improvements of their research competencies. The fifth goals includes collaboration of Faculty students and employees with European and world researchers, while the sixth goal implies even greater investments in science at the Faculty itself. And finally, the achievement of the fourth strategic goal targets putting all knowledge

and innovations, developed at the Faculty, into the function of development of society as a whole.

Achievement of strategic goals are planned through a series of specific goals (tasks, measurements) and some of them have already been connected to development of research activities in Chapter 7.

4. EXPECTED OUTCOMES OF THE RESEARCH STRATEGY

It is expected that in the coming strategic period the research strategy of the Faculty of Kinesiology in Split shall have the following outcomes:

- The Faculty of Kinesiology in Split will improve the research quality of its staff. International experience and establishment of an adequate system of employment and progression of best scientists shall be a key lever of development and the Faculty of Kinesiology in Split will become a more desirable and more attractive institution for employing scientists.
- The Faculty of Kinesiology in Split will be an open type institution: equipment and research infrastructure of the Faculty will be available to researchers from other institutions who will, in collaboration with the Faculty researchers, provide maximum use of the equipment in internationally competitive research activities. The equipment will also be available to a wider social community.
- The Faculty of Kinesiology in Split will become an institution with quality administrative support to research programmes, and with clearly defined and computerised administrative procedures.
- The Faculty of Kinesiology in Split will maintain its financial stability in order to invest sufficiently in research projects
- Both on the level of urban agglomeration Split and on the level of Dalmatian region, the Faculty of Kinesiology in Split will have an important role in popularisation of kinesiology as a science and raising awareness on the importance of active lifestyle on health and development of the society.

5. SCIENTIFIC TOPICS THE FACULTY PLANS TO COVER

Appendix 2 shows topics which are of interest to the Faculty employees, listed per organisational while the original Croatian Research strategy also includes brief summaries, list of goals and planned number of researchers. Appendix 3 shows research topics of the Faculty employees in collaboration with other researchers from national and international universities. These research topics are related to all areas of applied kinesiology such as:

- 1. Principles of motor learning and exercising in kinesiology
- 2. Designing and evaluating measuring instruments in kinesiology
- 3. Analyses of situational efficiency in sports
- 4. Detection, identification and development of a talent in sport
- 5. Relations of some anthropological status dimensions in athletes of different age and gender with success in some sports
- 6. Sport injury prevention
- 7. Use and misuse of substances in sport
- 8. Kinesiological engagement of pupils and students in the healthcare setting

Developmental features of the Faculty regarding scientific research are as follows:

- to encourage successful and inferentially recognisable research groups
- o to encourage publications of research papers in quality international journals
- to encourage research relevant to the society (e.g. research that analyse level of kinesiological involvement and also offer solutions for changing unhealthy habits)
- to organise programmes of lifelong learning with the aim of preparing students for a doctoral study and for development of scientific competencies
- to encourage activities related to popularisation of science (science festival, science cafés, popular scientific lectures, scientific and educational workshops in collaboration with primary and secondary schools, appearances in the media and similar)

6. SCHEDULE OF ORGANISATIONAL DEVELOPMENT OF SCIENTIFIC ARRANGEMENTS

6.1. Establishment of the Institute of Kinesiology and Sport

The primary task of the Institute of Kinesiology and Sport is offering a possibility of implementing practical activities of research related content from the area of kinesiological and medical diagnostics, anthropological measurements, selection and orientation in sports and from other areas related to the kinesiological educational process. The Institute shall be a platform for continuous improvement of the quality of conditions for implementation of research, offering a facility, measuring instruments and highly educated experts in different interdisciplinary scientific areas. The future role of the Institute is popularisation of science, connecting practice, science education and sport, development of all forms of collaboration with educational and other institutions on local, regional, national and international level, and inviting internationally recognised researchers and experts to participate in activities of the Institute of Kinesiology and Sport and other organisational units of the Faculty of Kinesiology in Split.

6.2. Renovation of facilities and laboratories at Teslina 10 and 12

Since additional 2.471,22 m² facilities at Teslina 10 and 12 were put at disposal to the Faculty of Kinesiology in Split according to a decision of the University (CLASS: 030-07/10-01/0001 REG. NUMBER: 2181-205-01-01-01-0003) of 26 February 2010, it is planned to reconstruct a part of it into offices, classroom laboratories and gymnasiums which would be used not only for teaching but also for implementation of research and professional activities of national and international visiting researchers, teachers and students.

6.3. More quality management of scientific equipment

Efficient management of scientific equipment is crucial to the Faculty of Kinesiology in Split. For this purpose, new regulations regarding management of scientific equipment and facilities will be drawn. Also, software support will be offered for detailed monitoring of equipment use as well as for enabling its online reservation. In due time, the research equipment will be available to researchers interested in implementation of research within the Institute of Kinesiology and Sport on clearly defined rules.

6.4. Encouragement of scientific excellence

In 2015 the regulations for encouragement of scientific excellence of the Faculty employees, including teaching assistants and junior research assistants, were adopted. These regulations elaborate in details criteria for distribution of own and extra-budgetary funds as well as of specific purpose funds of the Ministry of Science, Education and Sports for encouragement of scientific activities. The regulations also encourage publication of papers in the most quality journals, application to EU research projects and activities of popularisation of science. In accordance with its possibilities, each year the Faculty will endeavour to increase its funds intended for encouragement of scientific and professional excellence of its employees.

In 2015 more precise criteria for evaluation of scientific excellence of teaching assistants and junior research assistants were adopted. Evaluation of scientific excellence is implemented once a year pursuant to defined criteria. New regulations for encouragement of students to scientific excellence is planned in the more immediate future.

6.5. Intensification of collaboration with the teaching and research related institutions

The Faculty of Kinesiology, University of Split implements its teaching and research activities in collaboration with Teaching and research related institutions in accordance with legal provisions, provisions of the Statute of the University of Split and the Statute of the Faculty, Regulations on criteria and procedures for determining the status and name of a research and teaching related institution and/or teaching laboratory of the Faculty of Kinesiology. Considering the potential the teaching and research related institutions have regarding availability of subjects for implementation of research and the use these institutions can have from the results of conducted research, it is expected in the upcoming period to have a more intense collaboration in the area or research activities in kinesiology, sports and physical activity that is beneficial for health.

6.6. Development of a kinesiological advisory centre with the University as a partner

Partnership with the University resulted in establishment of the Kinesiological Advisory Centre which is a constituent part of the University Advisory Centre for students. In September 2015 the Senate of the University of Split accepted the Programme on establishment of the University Advisory Centre for students. Activities of the Faculty mission 3 are planned in partnership with the kinesiological advisory centre and they also include the following research related activities:

- to design and evaluate a questionnaire on physical activity, dietary habits, frequency of alcohol drinking and cigarette smoking in students from the University of Split
- to use this questionnaire for a survey based by data analyses aiming to determine initial status as well as to define a target status for 4 to 5-year period (to determine specific, measurable, reachable, realistic and challengeable goals of kinesiological advisory centre activities)
- to meet all Faculty employees , teaching and research institutions, University PE teachers, ALUMNI students from the Faculty of Kinesiology in Split and student representatives to goals and methods of the Kinesiological Advisory Centre activities
- students from the university and professional studies will, individually or in small teams and with the help from mentors, design programmes that will be offered within the kinesiological advisory centre
- teachers from the Faculty will offer topics for scientific and professional lectures for students from the University of Split
- In partnership with the kinesiological advisory centre there will be a continuous organisation of popular scientific lectures, scientific and professional workshops and similar events with the aim of promoting a health and active lifestyle

7. INDICATORS OF SUCCESSFUL IMPLEMENTATION OF THE RESEARCH STRATEGY IN THE STRATEGIC PERIOD

Based on the defined strategic goals (Chapter 3) and their expected effects (Chapter 4), this chapter will define specific goals of the Faculty which are related to scientific activities from the following strategic period, with well-defined indicators of their successful implementation in the following areas:

- \circ scientific research
- o offering scientific services, advices and professional services
- scientific and professional development as well as training of PhD students, postdocs and other expert staff members

Wherever it is possible, current values will be indicated (or average ones from the previous strategic period) as well as goal values or target values for this strategic period.

SPECIFIC (SMART+C) GOALS	Indicators	Current value (or average from the previous strategic period)	Target value (until 2020)
To increase the number of research papers published in journals in WoSCC database	Number of published papers	0,5 per employee	1 per employee
To increase the quality of papers published in journals in WoSCC database	Percentage of WoSCC papers from the first and second quartile	9%	15%
To increase the percentage of papers published in international WoSCC journals	Percentage of papers from the international WoSCC journals	40%	60%
To increase the number of employees who publish papers in international WoSCC journals	Percentage of the overall number of employees who published a paper in an international WoS journal	48%	70%
To launch a scientific journal and its indexing in international scientific databases	Journal indexes in international scientific databases	0	1
To increase the number of applications to national and international projects funded from competitive sources	Number of applications to international and national projects funded from competitive sources	6	15
To increase investments in research equipment and facilities	Annual budget	960.952,99 HRK	1.400.000,00 HRK

7.1. Indicators of success in scientific research

7.2. Offering scientific services, advises and expert services

SPECIFIC (SMART+C) GOALS	Indicators	Current value (or average from the previous strategic period)	Target value
To increase the number of the Faculty	Number of education related		
education related activities of interest to the local community and the society as a whole	activities of interest to the local community and the society as a whole	0	5 per annum
To implement an entrepreneurial idea through a start-up or spin-off company	Number of established start-up and spin-off companies	0	1
To improve collaboration with partners outside the academic community	Number of contracts with non- academic partners (teaching and research related institutions, sports clubs, sports federations etc.)	2	40
To increase the number of activities related to inclusion of the Faculty in the society	Number of activities	2 per annum	5 per annum
To increase the percentage of employees who were included in activities of 3 Faculty missions	Percentage of involved employees	No data	50% from the overall number of employees
To increase the percentage of students who were included in activities of 3	Percentage of involved students	No data	20%

7.3. Scientific and professional development of PhD students, postdocs and other scientific and expert staff members

SPECIFIC (SMART+C) GOALS	Indicators	Current value (or average from the previous period)	Target value
To increase the number of visiting scientists lecturers at the doctoral study	Number of held scientific lectures in an academic year	1	2
To increase the number of lectures for professional training of the research and teaching staff	Number of held scientific lectures in an academic year	1	2
To increase the number of workshops (organised by the University and external providers) for PhD students from the doctoral study at the Faculty of Kinesiology	Number of held workshops with participation of PhD students of kinesiology in an academic year	1	2
To organise workshops for PhD students as a part of doctoral study programme	Number of organised workshops for PhD students as a part of doctoral study programme	0	2
To increase the number of PhD students, postdocs and other scientific and expert staff members leaving for training and improvement at foreign institutions	Number of students leaving in an academic year	2	5

8. APPENDIXES

Appendix 1. Scientific papers listed per departments and published in the 2009 – 2015 period in journals indexed in WoSCC and SCOPUS databases

DEPARTMENT OF KINESIOLOGICAL EDUCATION AND METHODOLOGY

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Appendix 2. Research topics of interest to the Faculty employees listed per departments planned for the 2016 – 2020 period.

DEPARTMENT OF KINESIOLOGICAL EDUCATION AND METHODOLOGY

- Design, evaluation and application of advanced methodological tools of kinesiological research and professional practice
- Analyses of prescriptive and descriptive feedback during the process of motor learning
- Genesis of motor errors
- Optimal frequency of giving feedback in the process of motor learning.
- Identification and practical application of optimal training structures of technique, tactics and conditioning features in elite men and women's football
- Motor skills and achievements in the function of improving the teaching process in kinesiological education

DEPARTMENT OF TEAM SPORTS AND THEORY OF SPORT

- Substances in sports and physical exercising
- Specific measuring instrument sin kinesiology; design, evaluation and prediction
- Indicators of situational activates in handball
- Hybrid models for automatic evaluation of motor skills in handball
- Expert systems for talent selection in sports
- Relations of individual psychological features of athletes and group features of sports teams with individual and team success, and position in a game
- Identification of a talent and talent development in team sports
- Notation analysis in team sports

DEPARTMENT OF INDIVIDUAL SPORTS

- Success predictors in judo
- Hydration habits of athletes
- Hierarchical classification of en expert model for teaching the basic skiing turn
- Influence of different factors of health status on performance of athletes in combat sports
- Development of health, by application of learning different motor skills, in children of different ages
- Fundamental motor skills introduction to specialised sports disciplines
- Analysis of anthropological status of referees in football as a prerequisite for a successful referee career, an injury profile of referees in football, with determination of some injury predictors such as risk factor
- Influence of some elements of anthropological status on success of overcoming the swimming technique as a prerequisite for development of functional abilities in recreational swimmers and beginners
- Early detection of talented rowers
- Training processes and injury prevention in dances on global samples
- Success factors in dance
- Anthropological differences and specificities of different dance populations
- Anaerobic capacities in kicking combat sports
- Influence of anthropological status factors, biological age and contractible characteristics of muscles on achieving sports results in younger age groups, prediction of final body height, selection and orientation in sport

DEPARTMENT OF ANTHROPOLOGICAL KINESIOLOGY

- Prevention and early recognition of overtraining syndrome
- Movement economics during working and sporting activities
- How doing sport effects substance misuse in adolescents?

- Determining parameters of postural control with the aim of achieving trunk stability in different populations
- Development of occupational standards, qualification standards and Master degree study programmes
- Relations of personality characteristics, self-esteem and measurements of positive psychology (optimism, hope and long-term motivation) in both athletes and nonathletes
- Organised kinesiological activities of pupils
- Quality of performance and evaluation of status of *Physical Education (PE)* as a subject in primary school teachers
- Kinesiological activities of students

Appendix 3. Research topics of the Faculty employees in collaboration with other researchers from national and international universities planned for the 2016 -2020 period.

- Substances in sports and physical exercises
- How doing sport effects substance misuse in adolescents?
- Specific measuring instrument sin kinesiology; design, evaluation and prediction
- Improvement of sports system by application of e-platform "team players"
- Anaerobic capacities in kicking combat sports
- Influence of anthropological status factors, biological age and contractible characteristics of muscles on achieving sports results in younger age groups, prediction of final body height, selection and orientation in sport
- Influence of different factors of health status on success of athletes in combat sports
- Action prediction in volleyball connection with age and level of motor abilities
- Hydration and nutritional habits of athletes
- Influence of anthropological features and specific motor skills on situational and competitive efficiency in alpine skiing
- Influence of a programme on road running on symptoms of anxiety and depression, motivation for recreational exercising in learners attending a running school
- Metric characteristics of tests for assessment of situational and motor abilities in basketball, volleyball, handball and football for primary school pupils
- Identification of homogeneous groups on basis of situational motor abilities in primary and secondary school team sports
- Indicators of situational activities in handball
- Hybrid models for automatic evaluation of motor skills in handball
- Expert systems for talent selection in sports
- Determining parameters of postural control with the aim of achieving trunk stability in different populations