



UNIVERSITY OF SPLIT

**FACULTY OF ECONOMICS, BUSINESS AND TOURISM
AND
SCHOOL OF MEDICINE**

**DETAILED PROPOSAL OF THE STUDY
PROGRAMME
POSTGRADUATE SPECIALIST STUDY PROGRAMME
MANAGEMENT IN HEALTHCARE**

SPLIT, September, 2021

GENERAL INFORMATION OF HIGHER EDUCATION INSTITUTION

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GENERAL INFORMATION OF THE STUDY PROGRAMME

Name of the study programme	POSTGRADUATE SPECIALIST STUDY "MANAGEMENT IN HEALTHCARE"		
Provider of the study programme	UNIVERSITY OF SPLIT, FACULTY OF ECONOMICS, BUSINESS AND TOURISM UNIVERSITY OF SPLIT, SCHOOL OF MEDICINE		
Other participants	-		
Type of study programme	Vocational study programme ☐ University study programme ☒		
Level of study programme	Undergraduate ☐	Graduate ☐	Integrated ☐
	Postgraduate ☐	Postgraduate specialist ☒	Graduate specialist ☐
Academic/vocational title earned at completion of study	University specialist in health management/ Ec. S.		

1. INTRODUCTION

1.1. Reasons for starting the study programme

The Faculty of Economics, Business and Tourism, University of Split is an institution whose founding, growth and development have been marked by the need to, in a geographically and economically very important area, educate experts who would become the main carriers of economic and social development of this part of Croatia. The goal has also been to create a nucleus of scientific thought and a place of continuous knowledge innovation of businesspeople in the Republic of Croatia and abroad.

Since it was founded until the present day, the Faculty of Economics, Business and Tourism has been educating generations of students, many of whom are today renowned and respected experts. At present, about 2,500 students study at the Faculty of Economics, Business and Tourism. The Faculty is an important educational institution with 126 employees, out of which 84 hold the scientific-teaching positions and 7 hold the associate positions. The development of young assistants is one of the priority issues of the Faculty of Economics, Business and Tourism. Being oriented towards youth and insisting on their quality education abroad is a permanent orientation of the Faculty of Economics, Business and Tourism.

By moving into the new building in 2002 and into the Annex to the new building in 2006 the process of spatial and technological expansion of the Faculty of Economics, Business and Tourism was completed in accordance with the needs of teaching and other activities. In addition, the preconditions were created for a wide range of activities currently developed by the Faculty. The Faculty buildings cover an area of 11,000 m² with 1,828 seats in state-of-the-art classrooms, which include 18 lecture halls, 4 lecture rooms, 4 IT laboratories for teaching, and one IT laboratory for students. The Faculty's library has a wealthy library fund with over 30,000 monographs, mainly in the field of economics and business, which ranks it second in Croatia and first in Dalmatia. The Faculty of Economics, Business and Tourism pays special attention to students. Conditions have been created in which all student activities, both teaching and research ones as well as the non-teaching ones (student choir, AIESEC, i.e., student organization for the International Student Internship Exchange programme, cultural, entertainment, and sports organizations) are constantly present and encouraged.

The mission of the School of Medicine of the University of Split is to promote excellence of the medical profession by combining scientific research, teaching and professional activities. Since it was founded, it has developed by appointing new staff, upgrading its facilities and equipment, and continuously improving its teaching and scientific activities, with the primary task of educating young professionals who will be the bearers of the medical profession and science at the regional and national level with their knowledge, skills and attitudes. At the School of Medicine, over 1,600 students are daily taught basic and clinical medical sciences, and the public health science. The School of Medicine has a total of 288 full-time and cumulative employees, and also employs about 500 external associates for teaching.

The School of Medicine is located in Križine in the vicinity of the University Hospital of Split, and includes a complex of three buildings in which teaching, research, and

administrative activities are carried out. It also includes a hotel for guest teachers, a restaurant and Pub@Med, the club of the School of Medicine. The electronic edition of the international journal Croatian Medical Journal is based at the School of Medicine. Furthermore, the Croatian Centre for Global Health (CCGH) operates at the School of Medicine. The main activity of the CCGH is creating new ideas, which translate into scientific projects, with the aim of making new discoveries to improve human health around the world. In addition, the Center for Sleep Medicine and Cochrane Croatia (the only entity of the Cochrane Collaboration in South-Eastern Europe) operate at the School of Medicine.

The joint postgraduate specialist study Management in Health Care is aimed at educating all employees in the health sector and others for whom this field of education will enable to professionally develop. This postgraduate specialist study will enable students to:

- understand the economic importance of efficient healthcare financing and health spending, the impact of perceptions of healthcare users on its quality and the importance of economic evaluations,
- identify and analyze management processes and apply management activities in healthcare,
- interpret the concepts of management functions, activities, roles, skills, external and internal business environment, and the relationship between the organization and its business environment,
- apply management ethics and conduct a socially responsible business,
- distinguish between the basic elements of managerial planning,
- develop a strategy and strategic planning,
- differentiate and effectively use the concepts and techniques of business organizations, as well as develop organizational structures,
- use the concepts of human resources planning, recruitment, selection as well as staff development and training,
- identify employee performance and establish compensation management models,
- implement the concepts of leadership, motivation, motivation theory, job design, and employee empowerment,
- understand interpersonal processes, including shaping groups and group behaviour, interpersonal and group conflicts, and communication in organizations,
- understand and apply the DEA methodology as one of the most commonly used tool for monitoring the relative efficiency and effectiveness of healthcare institutions in international practice,
- determine the importance of quality application of budget / financial accounting,
- identify the importance of the role of audit in health care institutions,
- evaluate the effects of the construction of large infrastructure projects in health care systems through the application of cost-benefit analysis by applying the European Commission methodology in order to obtain EU co-financing,
- critically judge and apply different models of health infrastructure financing and health service delivery.

This study programme will strongly connect the theoretical and practical approach by

presenting students with many practical examples and ways of solving certain business situations. In addition, this study programme will be constantly adapted to the needs of the market, which will make it especially acceptable and attractive to students. The proposed study will enable students to acquire modern theoretical and practical knowledge in the field of Management in Healthcare and ensure students' independence when applying managerial skills in healthcare.

1.2. Relationship with the local community (economy, entrepreneurship, civil society, etc.)

The proposers of this study programme are integrated into the narrower and wider business and social community and contribute to its development, primarily by providing the necessary learning outcomes and competencies both to those entering the labour market and to those already working. Both Faculties communicate and cooperate with the representatives of the business and social community who participate in designing the strategy of the Faculty of Economics, Business and Tourism, developing proposals, designing professional projects, organizing scientific and professional conferences, fieldwork and guest lectures by business and public sector representatives. Thus, for example, teachers of the Faculty of Economics, Business and Tourism University of Split have participated in the preparation of expert studies for contracting authorities in the public sector from Croatia, as follows: the Ministry of the Sea, Tourism, Transport of the Republic of Croatia; the Ministry of Economy, Labour and Entrepreneurship of the Republic of Croatia; the Ministry of Regional Development, Forestry and Water Management of the Republic of Croatia; the Ministry of Veterans of the Republic of Croatia; *Hrvatska elektroprivreda* (Croatian Electric Utility) - Transmission System Operator; *Hrvatske vode* (Legal entity for water management); Croatian Bank for Reconstruction and Development; the Port of Zadar; the Port of Ploče; Split Airport; Plovput; Split Port Authority; Coastal Shipping Agency; the Association for the Blind and Visually Impaired of the Split-Dalmatia, Šibenik-Knin and Zadar Counties; the Center for Peace Studies, etc. The Faculty of Economics, Business and Tourism also cooperates and carries out joint projects with relevant scientific institutes such as: the Institute of Economics Zagreb, the Institute for Development and International Relations, the Institute of Public Finance, the Institute for Tourism, and Research Area of the Croatian National Bank.

Furthermore, the teachers from the Faculty of Economics, Business and Tourism have participated in the design of the Development strategy of the Urban Agglomeration of Split and are participating in the design of the Development Strategy of the City of Split until 2030, which is being developed by the University of Split, within which the health care system is analysed.

In addition to working on projects, several teachers from the Faculty of Economics, Business and Tourism are members of supervisory boards of private and public companies and of the boards of directors of public institutions. The teachers also collaborate with a number of national and international institutions, such as the World Bank, the United Nations Development Programme - UNDP, the United Nations Environment Programme - UNEP, the Global Environment Facility - GEF, UNESCO, EU commissions and secretariats, working bodies (committees) of the Croatian Parliament, and working bodies of the ministries of the Government of the Republic of Croatia. These activities contribute to the implementation of scientific knowledge in

business practice, but also to the implementation of practical knowledge and skills in study programmes.

One of the important points in curriculum development is to connect theory and practice. Therefore, some external associates who teach at the Faculty of Economics, Business and Tourism work in the business sector as tax inspectors, bankers, finance managers, business software developers, auditors, heads, professional associates, company directors, legal professionals, heads of sales, heads of collections, etc. Their engagement in teaching aims to provide the necessary level of practice-oriented knowledge and skills necessary for the fastest possible entry into the labour market and for the implementation of new (more modern) ways of doing business in legal entities in the public sector.

The relationship with the business community and the profession is reflected in numerous training courses offered within the Centre for Lifelong Learning and Adult Education. Namely, the teachers of the Faculty of Economics, Business and Tourism have implemented numerous projects and provided numerous trainings as lifelong learning programmes for public companies and institutions, e.g.: the Development Agency of the Split-Dalmatia County; the Development Agency of the Dubrovnik-Neretva County; the City of Split; the Croatian Bank for Reconstruction and Development; the Center for Technological Development - Development Agency of the Brod-Posavina County; the Ministry of Veterans of the Republic of Croatia; Homeland War Veterans Associations; the Ministry of Regional Development and EU Funds; Agency for Vocational Education and Training; Croatian Employment Service; the Judicial Academy of the Ministry of Justice of the Republic of Croatia, etc. Furthermore, the teachers from the Faculty of Economics, Business and Tourism, University of Split already teach at the Health Studies of the University of Split.

In addition, the teachers of the Faculty of Economics, Business and Tourism, University of Split are active in many professional associations, such as: the Croatian Economic Association; Croatian section of the European Regional Science Association - ERSA; CROMAR - Croatian Marketing Association; *Hrvatski računovođa* (Croatian accountant); Association of Accountants and Financial Professionals of Split; Croatian Association of Accountants and Financial Professionals; Croatian Chamber of Auditors; Croatian Chamber of Tax Advisers; Eurocoast Croatia; Croatian Operational Research Society; American Statistical Society; Royal Statistical Society; International Association for Statistical Education, etc. In addition, the Faculty of Economics, Business and Tourism is a member of the Association of Croatian Travel Agencies, Croatian Rural Development Network, Central European Exchange Program for University Studies- CEEPUS, Central and East European Management Development Association - CEEMAN, and Central, East and South-East European PhD Network - CESEENet network.

The School of Medicine of the University of Split has several teaching bases, the main of which is the University Hospital of Split, at two nearby locations, Firule and Križine, General Hospitals Dubrovnik, Šibenik, Zadar, Pula, and county institutions Community Health Centers, Teaching Institute for Public Health, Dental Polyclinic, and Pharmacies of the Split-Dalmatia County.

1.3. Compatibility with requirements of professional organizations

The postgraduate specialist study programme Management in Healthcare is harmonized with all the requirements of professional associations, which is clear from the syllabuses of all the courses (mandatory and elective) offered in this postgraduate study.

1.4. Name possible partners outside the higher education system that expressed interest in the study programme

The study programme is conducted as a joint study by the Faculty of Economics, Business and Tourism and the School of Medicine, University of Split. Teachers from other higher education institutions, other institutions, and other legal business entities will also participate in individual courses. Interested business and legal entities from the healthcare system of the Republic of Croatia will be partners in certain R&D and professional segments.

1.5. Financing

Postgraduate specialist study Management in Healthcare is financed by tuition fees paid by students and / or the legal entity that sends them to the study.

1.6. Comparability of the study programme with other accredited programmes in higher education institutions in the Republic of Croatia and EU countries

The study programme of the postgraduate specialist study Management in Healthcare is comparable to the programmes of the following higher education institutions:

- Postgraduate specialist university study "Management in Healthcare", School of Medicine, University of Zagreb, <https://mef.unizg.hr/studiji/poslijediplomski/specijalisticki/menadzment-u-zdravstvu> (Accessed February 17th, 2021)
- Postgraduate specialist university study "Management in Healthcare", The Faculty of Medicine, University of Rijeka, <https://www.medri.uniri.hr/hr/studenti/poslijediplomski-specijalisticki-studij/menadzment-u-zdravstvu.html> (Accessed February 17th, 2021)
- Postgraduate specialist university study "Quality Management in Healthcare", The Faculty of Medicine, University of Rijeka, <https://www.medri.uniri.hr/hr/studenti/poslijediplomski-specijalisticki-studij/menadzment-kvalitete-u-zdravstvu.html> (Accessed February 17th, 2021)
- One-year professional training "Management in Healthcare", Business Academy Experta, Zagreb, <https://www.experta.hr/jednogodisnja-usavrsavanja/menadzer-u-zdravstvu/> (Accessed February 17th, 2021)
- Training programme "Manager in Healthcare systems", Effectus Business School, <https://effectus.com.hr/poslovno/menadzer-u-zdravstvenim-sustavima/> (Accessed February 17th, 2021)
- Postgraduate specialist university study "Healthcare Management MBA", University of Kent, Kent Business School, <https://www.postgrad.com/university->

[of-kent-kent-business-school-healthcare-management/course/](https://www.postgrad.com/kent-kent-business-school-healthcare-management/course/) (Accessed February 17th, 2021)

- Postgraduate specialist university study “Healthcare management”, Aston University, Aston Business School, <https://www.postgrad.com/aston-university-aston-business-school-mba-healthcare-management/course/> (Accessed February 17th, 2021)
- Postgraduate specialist university study “Healthcare Management”, Edinburgh Napier University, School of Applied Sciences, <https://www.postgrad.com/edinburgh-napier-university-school-of-applied-sciences-healthcare-management/course/> (Accessed February 17th, 2021)
- Postgraduate specialist university study “Healthcare Management”, ESCP Europe Business School (Paris), Single Tier Structure, <https://www.postgrad.com/escp-europe-business-school-paris-single-tier-structure-healthcare-management-hospital-management/course/> (Accessed February 17th, 2021)

1.7. Openness of the study programme to student mobility (horizontal, vertical in the Republic of Croatia, and international)

Students of this study programme can continue their studies at higher education institutions in the country (all higher education institutions in Croatia) and abroad at those higher education institutions (partner institutions) that have equivalent and/or analogous studies in conformity with the Bologna Declaration. In addition, the students of equivalent and/or analogous higher education institutions in the country (from all higher economic institutions in Croatia) or abroad (partner institutions) with equivalent and/or analogous study programmes in conformity with the Bologna Declaration can continue their education at our study programme. All of the aforementioned is regulated by a special act - the Ordinance on the organization and delivery of postgraduate studies.

1.8. Compatibility of the study programme with the University mission and the strategy of the proposer, as well as with the strategy statement of the network of higher education institutions

The Development Strategy of the proposer of the study programme, the Faculty of Economics, Business and Tourism, University of Split, in its vision clearly affirms its existing strategic commitments regarding the development of study programmes, i.e. the development of postgraduate specialist studies. The University of Split strategy has been designed for the 2021-2025 period, and the strategic commitments of the Faculty of Economics, Business and Tourism of the University of Split are in line with the vision, mission and strategic goals of the University of Split Strategy.

1.9. Current experiences in equivalent or similar study programmes

The Faculty of Economics, Business and Tourism of the University of Split, as a successor of the institutions from which it originated, has been for almost forty years conducting several different postgraduate study programmes. These study programmes have been grounded in the Faculty programmes of scientific research

and the acquired professional and scientific criteria and have been educating postgraduate students towards gaining the respective academic titles of Master of Science in various branches of Economics. In the past period, the Faculty of Economics, Business and Tourism has conducted a number of specialist and doctoral postgraduate studies that hundreds of candidates have completed.

The School of Medicine, University of Split has its own Doctoral School, which has three doctoral programmes, namely: Evidence-Based Medicine, Biology of Neoplasms and Translational Research in Biomedicine. In addition, the School of Medicine has five postgraduate specialist studies, namely: Pediatrics, Anesthesiology, Reanimatology and Intensive Care Medicine, Ophthalmology and Optometry, and Sleep Medicine. In the long tradition of postgraduate studies, 302 doctors of science and 70 masters of science have completed these studies, and currently about 390 students are enrolled in postgraduate studies at the School of Medicine.

2. DESCRIPTION OF STUDY PROGRAMME

2.1. General information

Scientific/artistic area of the study programme	Social sciences, field of economics
Duration of the study programme	1 year (2 semesters)
The minimum number of ECTS required for completion of study	60
Enrolment requirements and admission procedure	The conditions for enrollment in the postgraduate specialist study programme Management in Healthcare are determined by article 87a of the Statute of the Faculty of Economics, Business and Tourism in Split. Citizens of the Republic of Croatia and foreign citizens can enroll in postgraduate specialist studies under the following conditions: a) completed 5-year graduate studies (with at least 300 ECTS credits acquired) or 4-year undergraduate studies at the faculty of economics or another related faculty, b) completed graduate studies lasting at least 5 years (with at least 300 ECTS credits acquired) or undergraduate university studies lasting at least 4 years in other fields, where applicants must pass a number of differential exams.

	c) knowledge of a foreign language at an adequate level for an efficient use professional and scientific literature, d) appropriate professional experience in the health sector is an added advantage. An applicant who has completed university studies abroad and who has obtained official recognition of their diploma or of the period of study abroad also has the right to enroll. Enrollment in the postgraduate specialist study of Management in Healthcare is carried out in accordance to public call requirements.
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2.2. Learning outcomes of the study programme (name 15-30 learning outcomes)

General learning outcomes of the Postgraduate specialist study Management in Healthcare:

- Interpret the importance of efficient health financing and the role of health spending, the impact of perceptions of health service users on its quality and the importance of economic evaluations.
- Identify management processes in healthcare.
- Improve the effectiveness of management processes in healthcare.
- Implement management activities in healthcare.
- Interpret the concept of management functions, activities, roles, and skills.
- Identify the basic factors of the external and internal environment and their impact on the health institution.
- Apply management ethics and social responsibility in health care institutions, with special emphasis on patients' rights.
- Distinguish the basic elements of managerial planning: definition and area of managerial planning, levels of planning, phases of planning, time frame, and responsibilities in planning.
- Define strategy and strategic planning.
- Discuss and apply decision-making models, techniques, and processes.
- Distinguish concepts and techniques of organizing work in a health care system.
- Use the organizational structure as a means of increasing business efficiency.
- Implement an effective concept of planning, recruitment, selection, development, and training of health care workers and other staff.
- Evaluate employee performance.
- Establish compensation management models in health care institutions.
- Identify leadership concepts and its models.
- Implement appropriate forms of motivation, job design, and employee empowerment.
- Manage interpersonal processes, including shaping groups and group behaviour, interpersonal and group conflicts, and communication in

organizations.

- Apply the DEA methodology, which is the most commonly used tool in international practice for monitoring the relative efficiency and effectiveness of healthcare institutions.
- Be introduced to the principles of keeping the appropriate types of accounting records, analyzing them, and effectively communicating with financial and accounting professionals.
- Determine the role of audit in health organizations.
- Use the results of audit processes in healthcare organizations, with special emphasis on methods and techniques of internal audit.
- Identify the effects of the construction of large infrastructure projects in a health care system through the application of cost-benefit analysis by applying the European Commission methodology in order to obtain EU co-financing.
- Interpret the application of different models of health infrastructure financing and health service delivery.

2.3. Employment possibilities

Due to the wide scope of the study programme, the students can find employment at a number of legal entities in the health care system. Therefore, letters of support from the following counties and health care institutions are enclosed to this proposal:

1. University Hospital of Split
2. Teaching Institute for Public Health of the Split-Dalmatia County
3. Community Health Center of the Split-Dalmatia County
4. Institute of Emergency Medicine of the Split-Dalmatia County
5. The Split-Dalmatia County Pharmacy
6. The Special hospital for medical rehabilitation 'Biokovka
7. The Dubrovnik-Neretva County
8. General Hospital Dubrovnik
9. Institute of Emergency Medicine of the Dubrovnik-Neretva County
10. Pharmacies Dubrovnik
11. Health Center Metković
12. Kalos - Special Hospital for Medical Rehabilitation, Vela Luka
13. Šibenik-Knin County
14. General and Veterans Hospital "Croatian Pride", Knin
15. General Hospital Šibenik
16. Community Health Center Šibenik
17. University Clinical Hospital of Mostar
18. Croatian Medical Chamber,
19. Croatian Medical Chamber, Split – Dalmatia County

All the aforementioned health institutions and counties issued a positive opinion in their letters of support about the adequacy of anticipated learning outcomes of this study programme which will contribute to raising the quality of management in health care institutions. In addition, the aforementioned health care institutions have also expressed their intention and willingness to become the teaching bases of this study.

2.4. Possibilities of continuing studies at a higher level

Continuation at a postgraduate specialist and doctoral studies at the Faculty of Economics, Business and Tourism and the School of Medicine, University of Split, and at other related doctoral studies in the country and abroad, which are in conformity with the Bologna Declaration.

2.5. Name lower level studies of the proposer or other institutions that qualify for admission to the proposed study

Students who have completed: university graduate studies and acquired at least 300 ECTS credits or university undergraduate studies prior to the introduction of the Bologna system of studies or postgraduate specialist and scientific studies in the relevant academic field (natural sciences, biomedicine and health, technical sciences, biotechnical sciences, social sciences, humanities, and interdisciplinary sciences) can enroll in the postgraduate specialist study Management in Healthcare. Students who have completed university graduate/undergraduate studies outside the field of economics can also enroll in the postgraduate specialist study Management in Healthcare, but must take two differential courses and pass the respective examinations as defined by a special decision of the Faculty Council of the Faculty of Economics, Business and Tourism in Split.

2.6. Structure of the study

The study lasts the total of two semesters. The maximum total number of students enrolling in the study is 40, in accordance with the enrollment quota. Each course in this study programme will, in addition to lectures, include exercises and classes taught by guest lecturers from practice. At exercises, students will analyze and solve case studies or they will present a case study from the institution of their employment and will work with the lecturer and other students towards reaching a solution. After the exercises, each course teacher is required to invite a guest lecturer from practice who will present their practical experiences on the topic by encouraging a discussion with students. Students of this postgraduate specialist study can visit relevant legal entities in the healthcare system of the Republic of Croatia to exchange experiences, gain insight into different modes of operation, get acquainted with ongoing projects and successfully manage certain business segments, which includes management of key resources and processes. In some legal entities, students will have the opportunity to be introduced to new technologies that are being introduced into business systems, the introduction procedures, and its application.

2.7. Guiding and tutoring through the study system

During their studies, students can attend consultation with their teachers who are required to hold two hours of consultations per week. In the second semester, the student chooses a mentor who advises him/her on writing the final paper.

2.8. List of courses that the student can take in other study programmes

The student has the right to enroll in one course offered by another constituent of the University of Split, with the written consent of the heads of the study and of the other constituent. The course thus enrolled replaces one related elective course at the student's home institution.

2.9. List of courses offered in a foreign language as well (name which language)

All courses of the study programme (mandatory and elective) of this postgraduate specialist study Management in Healthcare can be conducted in English.

2.10. Criteria and conditions for transferring the ECTS credits

Course credits taught at the University of Split or another University in Croatia and abroad, which are the same or similar in content to the courses of the postgraduate specialist study Management in Healthcare, are attributed to the credit value in the postgraduate specialist study Management in Healthcare and are included in the total number of ECTS credits.

2.11. Completion of study

<i>Final requirement for completion of study</i>	Final thesis ☒ Diploma thesis ☐	Final exam ☐ Diploma exam ☐
<i>Requirements for final/diploma thesis or final/diploma/exam</i>	All exams passed and the seminar paper graded.	
<i>Procedure of evaluation of final/diploma exam and evaluation and defence of final/diploma thesis</i>	Successful formulation and defence of the final thesis is accredited with 12 ECTS points	

2.12. List of mandatory and elective courses

LIST OF COURSES							
Year of study: First							
Semester: First							
STATUS	CODE	COURSE	HOURS IN SEMESTER				ECTS
			L	S	E	F	
Mandatory		Business management in healthcare organizations	12	-	12	-	5
		Law in healthcare	12	-	12	-	5
		Economics in healthcare	12	-	12	-	5
		Accounting in healthcare organizations	12	-	12	-	5
		Elective course I	10	-	10	-	4
		Elective course II	10	-	10	-	4

	Total mandatory	68	-	68	-	28
	In the first semester, students choose 2 (two) elective courses from the list of elective courses that are accredited with 4 (four) ECTS credits each.					

Key: L-lectures; S - seminars; E - exercises; F- field work

LIST OF COURSES							
Year of study: First							
Semester: Second							
STATUS	CODE	COURSE	HOURS IN SEMESTER				ECTS
			L	S	E	F	
Mandatory		Quality management in healthcare organizations	12	-	12	-	5
		Strategic and market management in healthcare organizations	12	-	12	-	5
		Elective course III	10	-	10	-	4
		Elective course IV	10	-	10	-	4
		Seminar paper I	-	-	-	-	2
		Final paper	-	-	-	-	12
		Total mandatory	44	-	44	-	32
In the second semester, students choose 2 (two) elective courses from the list of elective courses that are accredited with 4 (four) ECTS credits							
In the second semester, students prepare a seminar paper I which is accredited with a total of 2 (two) ECTS credits.							

Key: L-lectures; S - seminars; E - exercises; F- field work

LIST OF COURSES							
Year of study: First							
Semester: First and second							
STATUS	CODE	COURSE	HOURS IN SEMESTER				ECTS
			L	S	E	F	
		Branding in healthcare organizations	10	-	10	-	4
		Business leadership and team management in healthcare organizations	10	-	10	-	4
		Business making decision in healthcare organizations	10	-	10	-	4
		Change management in healthcare organizations	10	-	10	-	4
		Cost-benefit analysis of major healthcare infrastructure investments following the EU methodology	10	-	10	-	4
		Crisis management in healthcare organizations	10	-	10	-	4
		Ethics in healthcare organizations	10	-	10	-	4

Elective		EU funds and european project management in healthcare	10	-	10	-	4
		Financial management in healthcare organizations	10	-	10	-	4
		Health technology assessment	10	-	10	-	4
		Human resource management in healthcare organizations	10	-	10	-	4
		Information systems in healthcare organizations	10	-	10	-	4
		Internal control and audit in healthcare organizations	10	-	10	-	4
		Management of scientific – research equipment in biomedicine	10	-	10	-	4
		Managerial accounting in healthcare organizations	10	-	10	-	4
		Mandatory law in healthcare	10	-	10	-	4
		Public relations and crisis communication in healthcare organizations	10	-	10	-	4
	Out of all the offered elective courses, students in the first and second semester select 2 (two) elective courses with a total of 16 (sixteen) ECTS credits.						

Key: L-lectures; S - seminars; E - exercises; F- field work

2.13. Description of courses

List of mandatory courses

No.	Sem.	COURSE CODE	Course	ECTS Credits
1	1 st		Accounting in healthcare organizations	5
2	1 st		Business management in healthcare organizations	5
3	1 st		Economics in healthcare	5
4	1 st		Elective course I	4
5	1 st		Elective course II	4
6	2 nd		Elective course III	4
7	2 nd		Elective course IV	4
8	2 nd		Final paper	12
9	1 st		Law in healthcare	5
10	2 nd		Seminarski rad I	2
11	2 nd		Strategic and market management in healthcare organizations	5
12	2 nd		Quality management in healthcare organizations	5

List of elective courses

No.	Sem.	COURSE CODE	Course	ECTS Credits
1	2 nd		Branding in healthcare organizations	4
2	1 st		Business leadership and team management in healthcare organizations	4
3	1 st		Business making decision in healthcare organizations	4
4	1 st		Change management in healthcare organizations	4
5	2 nd		Cost-benefit analysis of major healthcare infrastructure investments following the EU methodology	4
6	1 st		Crisis management in healthcare organizations	4
7	2 nd		Ethics in healthcare organizations	4
8	2 nd		EU funds and european project management in healthcare	4
9	2 nd		Financial management in healthcare organizations	4
10	2 nd		Health technology assessment	4
11	1 st		Human resource management in healthcare organizations	4
12	1 st		Information systems in healthcare organizations	4
13	2 nd		Internal control and audit in healthcare organizations	4
14	2 nd		Management of scientific – research equipment in biomedicine	4
15	1 st		Managerial accounting in healthcare organizations	4
16	1 st		Mandatory law in healthcare	4
17	2 nd		Public relations and crisis communication in healthcare organizations	4

NAME OF THE COURSE		ACCOUNTING IN HEALTHCARE ORGANIZATIONS					
Code		Year of study	1 st				
Course teacher	Branka Ramljak, PhD Ivana Mamić Sačer, PhD	Credits (ECTS)	5				
Associate teachers		Type of instruction (number of hours)	L	S	E	F	
			12	-	12	-	
Status of the course	Mandatory	Percentage of application of e-learning	20%				
COURSE DESCRIPTION							
Course objectives	Enabling the students to understand, analyse, and interpret financial data and financial reporting of health organizations in the system of public sector accounting, non-profit healthcare organizations and private healthcare organizations.						
Course enrolment requirements and entry competences	Prerequisites for enrollment are prescribed by the Statute of the Faculty of Economics, Business and Tourism and Regulations on studies and system of studies at the Faculty.						

required for the course				
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	Learning outcomes (LOs): 1. Evaluate of theoretical and practical knowledge in the field of accounting of healthcare organizations financed from the budget, non-profit healthcare organizations and private health organizations. 2. Identify the types of healthcare organizations 3. Determine the normative framework of accounting in public healthcare entities, non-profit healthcare organizations and private healthcare organizations. 4. Assess the adequacy of internal accounting controls in healthcare organizations. 5. Evaluate the financial condition of a healthcare organization using financial ratios. 6. Determine the meaning of public sector audit in healthcare organizations.			
Course content broken down in detail by weekly class schedule (syllabus)	Lectures		Exercises	
	Topic	Hours	Topic	Hours
	The types of healthcare organizations and the normative framework of accounting in public healthcare entities, non-profit healthcare organizations and private healthcare organizations.	2	Basic accounting categories with accounting records of long-term and short-term non-financial and financial assets, liabilities, and own resources. The accrual principle and modified accrual principle. Financial statements for public healthcare entities. Financial statements for non-profit healthcare organizations. Financial statements for private healthcare organizations.	2
	Accounting in public healthcare entities	4	Revenues, expenditures, and financial result of public healthcare entities	2
	Accounting in non-profit healthcare organizations.	1	Creating balance sheet, income and expenditure statement in non-profit healthcare organizations	2
	Accounting in private healthcare organizations.	1	Creating balance sheet and profit and loss statement in private healthcare organizations.	2
	An analysis of financial statements of healthcare organizations using selected financial ratios	2	Financial statement analysis with the examples	2
	Internal accounting controls in healthcare organizations	1	Examples of accounting controls around the cash process, procurement process, sales procedures, and payroll internal controls. Fiscal responsibility-	1
	Public sector audit in healthcare organizations	1	Review of the role of public procurement in healthcare organizations	1

Format of instruction	☒ lectures ☐ seminars and workshops ☒ exercises ☐ <i>on line</i> in entirety ☐ partial e-learning ☐ field work	☐ independent assignments ☐ multimedia ☐ laboratory ☐ work with mentor ☐ (other)				
Student responsibilities						
Screening student work (<i>name the proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course</i>)	Class attendance		Research		Practical training	
	Experimental work		Report	1	(Other)	
	Essay		Seminar essay		(Other)	
	Tests		Oral exam	2	(Other)	
	Written exam	2	Project		(Other)	
Grading and evaluating student work in class and at the final exam						
Required literature (available in the library and via other media)	Title			Number of copies in the library	Availability via other media	
	Vašiček, D., Vašiček, V. (2016) Računovodstvo proračunskih i neprofitnih organizacija, Ekonomski fakultet Sveučilišta u Rijeci, Rijeka					
	Grupa autora (2016) Računovodstvo I – Računovodstvo za neračunovođe, Hrvatska zajednica računovođa i financijskih djelatnika, Zagreb					
	Grupa autora (2020) Državna revizija pretpostavka odgovornosti i transparentnosti u javnom sektoru, Ekonomski fakultet, Zagreb					
	Grupa autora (2017) Računovodstvo neprofitnih organizacija, Računovodstvo, revizija i financije, Zagreb					
Optional literature (at the time of submission of study programme proposal)						
Quality assurance methods that ensure the acquisition of exit competences	• Monitoring attendance and other obligations of students (teacher) • Control of Teaching (Vice-Dean) • Analysis of students' success in all subjects of study (Vice-Dean) • Student survey on the quality of teachers and teaching for each course of study • Exam administered by the subject teacher validates all the learning outcomes of the course. The contents of the exam are periodically reviewed. This					

	revision is the basis for determining the adequacy of the ways of checking learning outcomes (Vice-Dean)
Other (as the proposer wishes to add)	

NAME OF THE COURSE		BRANDING IN HEALTHCARE ORGANIZATIONS					
Code		Year of study	1 st				
Course teacher	Neven Šerić, PhD	Credits (ECTS)	4				
Associate teachers		Type of instruction (number of hours)	L	S	E	F	
			10	-	10	-	
Status of the course	Elective	Percentage of application of e-learning	20 – 100 %				
COURSE DESCRIPTION							
Course objectives	Acquire theoretical and practical knowledge for branding in healthcare organizations and gain practical experience in using branding methods in healthcare organizations.						
Course enrolment requirements and entry competences required for the course	Prerequisites for enrollment are prescribed by the Statute of the Faculty of Economics, Business and Tourism and Regulations on studies and system of studies at the Faculty.						
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	Learning outcomes (LOs): 1. Evaluate branding methods in healthcare organizations. 2. Valorize the possibilities and potential of different methods for branding in healthcare organizations. 3. Evaluate different approaches to branding in healthcare organizations. 4. Valorize different approaches to branding in healthcare organizations. 5. Evaluate branding approaches and methods in healthcare organizations.						
Course content broken down in detail by weekly class schedule (syllabus)		Lectures		Exercises			
		Topic	Hours	Topic	Hours		
	1.	Introductory about the brand and branding, image and brand identity, brand personality	2	Argumentation uses branding in the practice of healthcare organizations	2		
	2.	SWOT and TOWS analysis in healthcare branding	2	Business case: SWOT and TOWS analysis in healthcare organization branding X	2		
	3.	PEST analysis in healthcare branding	2	PEST analysis in healthcare organization branding X	2		
	4.	Mof and Recoil analysis in healthcare branding	2	Mof and Recoil analysis in the branding of healthcare organization X	2		
	5.	Maintenance and brand management of healthcare organizations	2	Practical guidelines and suggestions for brand management of healthcare organizations	2		
	☒ lectures		☐ independent assignments				

Format of instruction	☒ seminars and workshops ☒ exercises ☒ <i>on line</i> in entirety ☒ partial e-learning ☐ field work			☐ multimedia ☐ laboratory ☒ work with mentor ☐ (other)		
Student responsibilities	Obligations from the course are regulated in individual agreements with the teacher, in accordance with personal interests related to this course. The condition for regulating the examination procedure is a signature. The right to sign is acquired by active participation in the planned activities during classes.					
Screening student work (<i>name the proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course</i>)	Class attendance		Research		Practical training	1 option
	Experimental work		Report		(Other)	
	Essay	1 option	Seminar essay	2	(Other)	
	Tests		Oral exam	1 option	(Other)	
	Written exam	2	Project		(Other)	
Grading and evaluating student work in class and at the final exam	The exam consists of a written part (essay with a critical review of the selected business case) and a seminar paper with an oral presentation. The overall grade is the result of the overall work and commitment of the students in the course.					
Required literature (available in the library and via other media)	Title				Number of copies in the library	Availability via other media
	Šerić, N., Vitner-Marković, S., Rakušić-Cvrtak, K. (2017). Brendiranje za poduzetnike, Redak, Split				10	-
	Šerić, N., Melović, B., Perišić, M. (2019). Upravljanje markom u poduzetništvu, Redak, Split				10	-
Optional literature (at the time of submission of study programme proposal)	Keller, D. L. (2012). Strategic Brand Management, 4th ed, Pearson Education Limited, England; De Chernatony, L., McDonald, M., Wallace, E. (2011). Creating Powerful Brands, 4th ed., Butterworth-Heinemann, Elsevier, Oxford; Lindstrom, M. (2009). Brand sense – revolucija osjetilnog brendinga, M.E.P. Zagreb; Aaker, D. A. (2003). Building strong brands, Free Press, New York. Vranešević, T. (2007). Upravljanje markama, Accent Zagreb					
Quality assurance methods that ensure the acquisition of exit competences	- Monitoring attendance and other obligations of students (teacher) - Control of Teaching (Vice-Dean) - Analysis of students' success in all subjects of study (Vice-Dean) - Student survey on the quality of teachers and teaching for each course of study - Exam administered by the subject teacher validates all the learning outcomes of the course. The contents of the exam are periodically reviewed. This revision is the basis for determining the adequacy of the ways of checking learning outcomes (Vice-Dean)					
Other (as the proposer wishes to add)	Branding in the practice of healthcare organizations is reduced to contracting the author's design ready-made solutions (physical characteristics) of the brand. A recognizable, attractive and long-term marketable brand can be created exclusively by an educated brand manager who, based on the conducted analyzes, delegates the task to the designer to propose appropriate physical characteristics of the brand according to the knowledge of the conducted analyzes. By acquiring the material from the course, the student acquires the basic knowledge necessary for the implementation of such analyzes (methods), i.e. the basic competencies of a qualified brand manager.					

NAME OF THE COURSE		BUSINESS LEADERSHIP AND TEAM MANAGEMENT IN HEALTHCARE ORGANIZATIONS					
Code		Year of study	1 st				
Course teacher	Ivana Bulog, PhD	Credits (ECTS)	4				
Associate teachers	Ivona Vrdoljak Raguž, PhD	Type of instruction (number of hours)	L	S	E	F	
			10	-	10	-	
Status of the course	Elective	Percentage of application of e-learning	25%				
COURSE DESCRIPTION							
Course objectives	Provide knowledge and skills in the domain of business leadership and team management.						
Course enrolment requirements and entry competences required for the course	Prerequisites for enrollment are prescribed by the Statute of the Faculty of Economics, Business and Tourism and Regulations on studies and system of studies at the Faculty.						
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	Learning outcomes (LOs): 1. Analyze, synthesize and valorize relevant information in the domain of business leadership and team management and to apply the acquired knowledge in solving real business problems. 2. Valorize the appropriateness of particular leadership styles considering the specific business situation. 3. Acquire the knowledge of how to organize and lead teams successfully. 4. Valorize the appropriateness of using different motivation methods considering the specific business situation. 5. Acquire the knowledge of how to resolve interpersonal conflicts and how to manage changes effectively.						
Course content broken down in detail by weekly class schedule (syllabus)	Lectures		Exercises				
	Topic	Hours	Topic		Hours		
	Conceptual definition of business leadership, leadership approaches, leadership styles	2	Analysis of practical examples, case studies, articles, or video materials		2		
	Leadership traits, motivation, influence, and inspiration	2	Analysis of practical examples, case studies, articles, or video materials		2		
	Leaders and teams - creating and leading of the successful teams	2	Analysis of practical examples, case studies, articles, or video materials				
	Traditional and virtual teams - problem management and decision making	2	Analysis of practical examples, case studies, articles, or video materials		2		
	Interpersonal processes, conflicts and changes	2	Analysis of practical examples, case studies, articles, or video materials		2		
Format of instruction	☒ lectures ☐ seminars and workshops ☒ exercises		☒ independent assignments ☐ multimedia ☐ laboratory				

	☐ <i>on line</i> in entirety ☒ partial e-learning ☐ field work	☐ work with mentor ☐ (other)				
Student responsibilities	Students are expected to actively participate in lectures and exercises, develop planned individual and/or group tasks, analyze and discuss case studies, and analyze video materials and articles.					
Screening student work (<i>name the proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course</i>)	Class attendance		Research		Practical training	
	Experimental work		Report		(Other)	
	Essay		Seminar essay		(Other)	
	Tests		Oral exam		(Other)	
	Written exam	4	Project		(Other)	
Grading and evaluating student work in class and at the final exam	The course can be passed through a written or oral exam. Appropriate grades for written knowledge tests: 0-49 - inadequate (1) 50-65 - sufficient (2) 66-75 - good (3) 76-85 - very good (4) 86-100 - excellent (5)					
Required literature (available in the library and via other media)	Title			Number of copies in the library	Availability via other media	
	Vrdoljak Raguž, I., Jelenc, L., Podrug, N., Izvori konkurentske prednosti u XXI. stoljeću, Sveučilište u Dubrovniku, Dubrovnik, 2013.					
	Buble, M., Poslovno vođenje, M.E.P., Zagreb, 2011					
	Northouse, P. G.: Vodstvo: teorija i praksa, Mate, Zagreb, 2010.					
	Robbins, S. P., Judge, T. A.: Organizacijsko ponašanje, XII. izdanje, MATE, Zagreb, 2010.					
	Yukl, G., Rukovođenje u organizacijama, Naklada Slap, Zagreb, 2008.					
Optional literature (at the time of submission of study programme proposal)	- Gill, Roger: Theory and practice of leadership, SAGE, Los Angeles, 2011. - Bass Bernard, M. and Bass, Ruth: The Bass handbook of leadership : theory, research, and managerial applications, Free Press, New York, 2008. - Dinh, J. and Lord, R. and Garnder, W. and Meuser, J. and Liden, R.C. and Hu, J. (2014) „ Leadership theory and research in the new millennium : current theoretical trends and changing perspectives“, The Leadership Quarterly., 25 (1). pp. 36-62.					

	- Anderson, H.J., et al.,(2016) : „What works for you may not work for (Gen)Me: Limitations of present leadership theories for the new generation“, The Leadership Quarterly (2016), 28 (1); pp. 245-26 - Brown, M. E. and Trevino, L. K. (2006): „Ethical leadership: A review and future directions“, The Leadership Quarterly, The Leadership Quarterly (2006), 17 (6); pp. 595-616.
Quality assurance methods that ensure the acquisition of exit competences	- Monitoring attendance and other obligations of students (teacher) - Control of Teaching (Vice-Dean) - Analysis of students' success in all subjects of study (Vice-Dean) - Student survey on the quality of teachers and teaching for each course of study - Exam administered by the subject teacher validates all the learning outcomes of the course. The contents of the exam are periodically reviewed. This revision is the basis for determining the adequacy of the ways of checking learning outcomes (Vice-Dean)
Other (as the proposer wishes to add)	

NAME OF THE COURSE		BUSINESS MAKING DECISION IN HEALTHCARE ORGANIZATIONS					
Code		Year of study	1 st				
Course teacher	Branka Marasović, PhD, Blanka Škrabić Perić, PhD.	Credits (ECTS)	4				
Associate teachers		Type of instruction (number of hours)	L	S	E	F	
			10	-	10	-	
Status of the course	Elective	Percentage of application of e-learning	35%				
COURSE DESCRIPTION							
Course objectives	Acquiring knowledge and skills for identifying and quantifying different problems and models of business making-decision in the healthcare organizations, with particular emphasis on linear and integer programming, the multicriteria-decision making problems and data envelopment analysis						
Course enrolment requirements and entry competences required for the course	Prerequisites for enrollment are prescribed by the Statute of the Faculty of Economics, Business and Tourism and Regulations on studies and system of studies at the Faculty.						
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	Learning outcomes (LOs): 1. Select and apply appropriate mathematical methods for enacting business decision-making in the healthcare organizations. 2. Choose and differentiate methods for business making-decision in the healthcare organizations. 3. Argue properties of selected business making-decision method. 4. Perform selected method by using adequate software. 5. Evaluate and explain empirical results and perform sensitivity analysis. 6. Create future business decisions in the health organizations by using obtained results.						
Course content broken down in detail by weekly class schedule (syllabus)							
	Lectures			Exercises			
	Topic	Hours	Topic	Hours			

	Linear and integer programming	2	Case study: Linear and integer programming in healthcare	2
	Sensitivity analysis	2	Case study: Sensitivity analysis of linear and integer programming problem in healthcare.	2
	Weighting methods (scoring, ranking, Saaty's method)	2	Case study: Weighting methods (scoring, ranking, Saaty's methods) in the healthcare.	2
	PROMETHEE method	2	Case study: PROMETHEE method in healthcare.	2
	Data envelopment analysis (DEA)	2	Case study: DEA method in healthcare.	2
Format of instruction	☒ lectures ☐ seminars and workshops ☐ exercises ☐ <i>on line</i> in entirety ☒ partial e-learning ☐ field work ☒ independent assignments ☐ multimedia ☒ laboratory ☒ work with mentor ☐ (other)			
Student responsibilities	The student is obliged to attend classes, actively participate in classes and perform tasks using a PC.			
Screening student work (<i>name the proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course</i>)	Class attendance	0,8	Research	Practical training
	Experimental work		Report	(Other)
	Essay		Seminar essay	3,2 (Other)
	Tests		Oral exam	(Other)
	Written exam		Project	(Other)
Grading and evaluating student work in class and at the final exam	For a positive final mark, the student has to submit a seminar essay in which have to be applied presented methods and models on data from healthcare practice.			
Required literature (available in the library and via other media)	Title		Number of copies in the library	Availability via other media
	Z. Babić: Linearno programiranje, Ekonomski fakultet Split, 2010.		10	
	Babić, Z.: Modeli i metode poslovnog odlučivanja, Ekonomski fakultet Split, 2011. ISBN 978-953-281-036-3		5	

Optional literature (at the time of submission of study programme proposal)	- Huguenin J.M. (2012) Data Envelopment Analysis (DEA): A pedagogical guide for decision makers in the public sector, IDHEAP, Lausanne, ISSN 978-2-940390-54-0 - Rabar, D. (2010) Ocjenjivanje efikasnosti poslovanja hrvatskih bolnica metodom analize omeđivanja podataka, <i>Ekonomski pregled</i>, 61 (9-10) 511-533 - Lukač, Z. & Neralić, L. (2012) Operacijska istraživanja, Element. - Stefko, R., Gavurova, B., & Kocisova, K. (2018) Healthcare efficiency assessment using DEA analysis in the Slovak Republic. <i>Health Economics Review</i>, 8(1), 6. https://doi.org/10.1186/s13561-018-0191-9 - Amaral, T. M., & Costa, A. P. C. (2014) Improving decision-making and management of hospital resources: An application of the PROMETHEE II method in an Emergency Department. <i>Operations Research for Health Care</i>, 3(1), 1–6. https://doi.org/10.1016/j.orhc.2013.10.00 - Trabelsi S., Larbi R., & Alouane A.H. (2012) Linear Integer Programming for the Home Health Care Problem. In: Daniel F., Barkaoui K., Dustdar S. (eds) <i>Business Process Management Workshops. BPM 2011. Lecture Notes in Business Information Processing</i>, vol 100. Springer, Berlin, Heidelberg. https://doi.org/10.1007/978-3-642-28115-0_14 - Akim Manaor Hara Pardede, M Zarlis, H Mawengkang, Tulus Tulus (2019) Limited Resources Optimization Of Health Care Services With A Linear Integer Programming Approach <i>Journal of Theoretical and Applied Information Technology</i> 97(12):3513 - 3525
Quality assurance methods that ensure the acquisition of exit competences	- Monitoring attendance and other obligations of students (teacher) - Control of Teaching (Vice-Dean) - Analysis of students' success in all subjects of study (Vice-Dean) - Student survey on the quality of teachers and teaching for each course of study - Exam administered by the subject teacher validates all the learning outcomes of the course. The contents of the exam are periodically reviewed. This revision is the basis for determining the adequacy of the ways of checking learning outcomes (Vice-Dean)
Other (as the proposer wishes to add)	

NAME OF THE COURSE		BUSINESS MANAGEMENT IN HEALTHCARE ORGANIZATIONS					
Code		Year of study	1 st				
Course teacher	Željko Mateljak, PhD Ivica Pervan, PhD	Credits (ECTS)	5				
Associate teachers		Type of instruction (number of hours)	L	S	E	F	
			12	-	12	-	
Status of the course	Mandatory	Percentage of application of e-learning	20%				
COURSE DESCRIPTION							
Course objectives	The aim of the course is to train students for the practical implementation of the process of planning, organizing, leading and controlling in healthcare organizations.						
Course enrolment requirements and entry competences required for the course	Prerequisites for enrollment are prescribed by the Statute of the Faculty of Economics, Business and Tourism and Regulations on studies and system of studies at the Faculty.						
Learning outcomes expected at the	Learning outcomes (LOs):						

level of the course (4 to 10 learning outcomes)	1. Implement a selected management tools and methods in simple management activities and processes. 2. Formulate managerial activities, functions, skills and roles. 3. Assess the environment of the healthcare organizations and apply methods of environmental analysis. 4. Recommend planning systems (planning starting points, the concept and content of planning, indicating the types and content of management plans and obtain quantitative indicators). 5. Analyze the nature of organization by shaping the organizational structure by making organizational schemes (organization charts) and distinguishing the basic forms of organizational structures, 6. Present the basic characteristics of leadership as a managerial function with the analysis of motivation, interpersonal processes and teamwork, 7. Evaluate achievement of organizational targets with use of budget						
Course content broken down in detail by weekly class schedule (syllabus)	Lectures			Exercises			
	Topic		Hours	Topic		Hours	
	Introduction to management: managers' functions, activities and roles.		2	Case study from healthcare organizations		1	
	Environment of an organization. Methods for analyzing the environment.		2	Case study from healthcare organizations		2	
	Fundamental determinants of managerial planning. Definition and scope of managerial planning and plans.		3	Case study from healthcare organizations		2	
	Fundamentals of organizing. Designing the internal organization. Forms of organizational structure. Theoretical characteristics of different organizational structures.		2	The process of developing an organizational concept of business on the example of healthcare organizations.		2	
	Leadership. Definition, models, characteristics. Contemporary leadership.		1	The process leadership by example healthcare organizations.		1	
	Role of budget in business planning and controlling. Specifics of budgeting for public budget users (laws, formats, rebalance, public procurement, sources of financing, EU projects)		2	Case study: Financial plan of a company Case study: Financial plan of public budget user		4	
Format of instruction	☒ lectures ☐ seminars and workshops ☒ exercises ☐ <i>on line</i> in entirety ☒ partial e-learning ☐ field work			☒ independent assignments ☐ multimedia ☐ laboratory ☐ work with mentor ☐ (other)			
Student responsibilities							
Screening student work (<i>name the</i>	Class attendance	1	Research		Practical training	2	

proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course)	Experimental work		Report		(Other)	
	Essay		Seminar essay		(Other)	
	Tests		Oral exam	2	(Other)	
	Written exam		Project		(Other)	
Grading and evaluating student work in class and at the final exam						
Required literature (available in the library and via other media)	Title				Number of copies in the library	Availability via other media
	Singh, H., Essentials of Management for Healthcare Professionals, Taylor nad Francis Group, 2018.					
	Pervan, I. (2021): Planiranje i kontrola poslovanja temeljem financijskog plana-teaching material, University of Split, Faculty of Economics, Business & Tourism.					
Optional literature (at the time of submission of study programme proposal)	• Klepić, Z., Alfrević, N., Rahimić, Z. (ur.): Menadžment, Sveučilište u Mostaru, Ekonomski fakultet Sveučilišta u Splitu, Ekonomski fakultet Univerziteta u Sarajevu, 2020. • Mateljak, Ž., Bilić, I. (2012.): Does type of organizational structures affect organizational performances? Case study of Croatia, International Scientific Conference "From Global Crisis to Economic Growth. Which Way to Take?", PDF on CD ROM with full papers, Belgrade, Republic of Serbia, pp. 925-934., ISBN: 978-86-403-1244-8, Rad na engleskom jeziku, 16 referenci. • Mateljak, Ž.; Kekez-Poljak, J., (2015.): Unaprjeđenje sustava zdravstva u Republici Hrvatskoj primjenom koncepta leana, Zbornik radova Sveučilišta u Dubrovniku, Hrvatska, Vol. 2, No. 1., str. 127-144, ISSN 1849-630X (Print); ISSN 1849-6571 (On-line), JEL klasifikacija: M11, I18, H51, Rad na hrvatskom jeziku, 24 reference. • Milić, A. (2021): Kako u nedostatku zakonskih odredbi napraviti izvještaj o izvršenju financijskog plana proračunskog korisnika?, Riznica, br. 4, str. 20-27. • Gulin, D. (2020): Preporuke za izradu godišnjeg poslovnog plana poduzeća za 2021., Računovodstvo i financije, br. 10, str. 60-63. • Valenta, I (2019): Financijski plan za startup poduzeća, Računovodstvo i financije, br. 4, str. 44-46. • Jakir Bajo, I. (2019): Financijski planovi proračunskih korisnika državnog proračuna za razdoblje 2020. – 2022. godine, Računovodstvo, revizija i financije, br. 10, str. 31-39.					
Quality assurance methods that ensure the acquisition of exit competences	• Monitoring attendance and other obligations of students (teacher) • Control of Teaching (Vice-Dean) • Analysis of students' success in all subjects of study (Vice-Dean) • Student survey on the quality of teachers and teaching for each course of study • Exam administered by the subject teacher validates all the learning outcomes of the course. The contents of the exam are periodically reviewed. This					

	revision is the basis for determining the adequacy of the ways of checking learning outcomes (Vice-Dean)
Other (as the proposer wishes to add)	

NAME OF THE COURSE		CHANGE MANAGEMENT IN HEALTHCARE ORGANIZATIONS					
Code		Year of study	1 st				
Course teacher	Velimir Srića, PHD	Credits (ECTS)	4				
Associate teachers	Davor Perkov, PHD	Type of instruction (number of hours)	L	S	E	F	
			10	-	10	-	
Status of the course	Elective	Percentage of application of e-learning	20%				
COURSE DESCRIPTION							
Course objectives	Adopt competences related to basic concepts and change management activities in healthcare organizations, including successful innovation management and digital transformation.						
Course enrolment requirements and entry competences required for the course	Prerequisites for enrollment are prescribed by the Statute of the Faculty of Economics, Business and Tourism and Regulations on studies and system of studies at the Faculty.						
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	Learning outcomes (LOs):						
	1. Define fundamental concepts of managing change in healthcare organizations, including successful innovation management and digital transformation 2. Describe the challenges and problems of creativity and innovation management in organizational and technological change, especially in terms of planning, conceptualizing and implementing technological changes caused by digital transformation. 3. Implement phases of change process management 4. Analyse methods of innovation management and creativity stimulation 5. Present a team project to improve the work of a healthcare organization or service						
Course content broken down in detail by weekly class schedule (syllabus)	Lectures		Exercises				
	Topic	Hours	Topic	Hours			
	Basic concepts and definitions of change management	1	Discussion of concepts and definitions	1			
	Challenges and drivers of change	1	Example Analysis	1			
	Strategic and operational approaches to change management	1	Analysis of case examples and studies	1			
	8-Step Change Management Model	1	Apply a model through a case study	1			
	Digital transformation and changes in healthcare	1	Analysis of case examples and studies	1			
	Resistance to change and how to eliminate them	1	Example Analysis	1			
	Operations and process innovations in healthcare	1	Analysis of case examples and studies	1			

	Development of innovative organizational culture		1	Case study	1	
	Individual and team techniques for stimulating creativity		1	Analysis of case examples and studies	1	
	Challenges of the future		1	Trend analysis	1	
Format of instruction	☒ lectures ☒ seminars and workshops ☐ exercises ☐ <i>on line</i> in entirety ☒ partial e-learning ☐ field work			☒ independent assignments ☐ multimedia ☐ laboratory ☐ work with mentor ☒ individual and team projects		
Student responsibilities						
Screening student work (<i>name the proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course</i>)	Class attendance	1	Research		Practical training	
	Experimental work		Report		(Other)	
	Essay		Seminar essay	1	(Other)	
	Tests		Oral exam		(Other)	
	Written exam	2	Project		(Other)	
Grading and evaluating student work in class and at the final exam	To pass the course, the student must: (1) Attend at least 70% of the lectures; (2) write an essay on "I as the leader of the change team" or make an individual presentation of the current topic dealing with changes in health care (source: scientific, professional article or similar literature); (3) prepare and present (as a team member) a proposal to improve the work of a health organization or service; (4) pass a written exam and (5) pass the oral exam (for students who are not satisfied with the grade)					
Required literature (available in the library and via other media)	Title				Number of copies in the library	Availability via other media
	Srića, V. (2017): Sve tajne kreativnosti – kako upravljati inovacijama i postići uspjeh, Algoritam i Delfin, Zagreb					
	Srića V. (2016), Sve tajne harmoničnog vođenja, Algoritam i Delfin, Zagreb					
Optional literature (at the time of submission of study programme proposal)	- Perkov D. (2019), Upravljanje promjenama u poslovnoj organizaciji digitalnog doba, Narodne novine, Zagreb - Srića V. (2010), Život kao igra, Algoritam, Zagreb					
Quality assurance methods that ensure the acquisition of exit competences	- Monitoring attendance and other obligations of students (teacher) - Control of Teaching (Vice-Dean) - Analysis of students' success in all subjects of study (Vice-Dean) - Student survey on the quality of teachers and teaching for each course of study - Exam administered by the subject teacher validates all the learning outcomes of the course. The contents of the exam are periodically reviewed. This revision is the basis for determining the adequacy of the ways of checking learning outcomes (Vice-Dean)					
Other (as the proposer wishes to add)						

NAME OF THE COURSE		COST-BENEFIT ANALYSIS OF MAJOR HEALTHCARE INFRASTRUCTURE INVESTMENTS FOLLOWING THE EU METHODOLOGY					
Code		Year of study	1 st				
Course teacher	Lana Kordić, PhD Blanka Šimundić, PhD	Credits (ECTS)	4				
Associate teachers		Type of instruction (number of hours)	L	S	E	F	
			10	-	10	-	
Status of the course	Elective	Percentage of application of e-learning	30%				
COURSE DESCRIPTION							
Course objectives	The student will learn the stages of project development with investments in major health infrastructure based on the EU methodology. Thus, the student will understand the most important concepts of CBA, health system and EU framework.						
Course enrolment requirements and entry competences required for the course	Prerequisites for enrollment are prescribed by the Statute of the Faculty of Economics, Business and Tourism and Regulations on studies and system of studies at the Faculty.						
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	Learning outcomes (LOs): 1. To justify EU co-financing of a large investment project in healthcare infrastructure. 2. Learn the basics of CBA with special reference to a large infrastructure investments (7 steps of CBA) and EU financing. 3. Understand, illustrate and critically appraise the broad socio-economic impacts of major healthcare infrastructure investment. 4. Critically assess investment options and appraise the most appropriate one 5. Underpin the need for EU co-financing. 6. Distinguish and compare different sources for EU healthcare infrastructure funding.						
Course content broken down in detail by weekly class schedule (syllabus)	Lectures		Practical hours				
	Theme	Hours	Theme	Hours			
	Health Industry in EU: analysis of a situation and identification of the investment priorities under the EU co-financing possibilities	2	Introduction to CBA	2			
	Introduction to CBA: Identification of a project and Option analysis	2	Project CBA preparation – practical assignment : steps before Financial analysis	2			
	CBA Financial analysis	2	CBA practical assignment: Financial analysis	2			
	CBA Economic analysis	2	CBA practical assignment: Economic analysis	2			
	CBA: Risk analysis	2	CBA practical assignment: Economic analysis	2			
Format of instruction	☒ lectures ☐ seminars and workshops ☒ exercises ☐ <i>on line</i> in entirety ☐ partial e-learning ☐ field work		☒ independent assignments ☐ multimedia ☐ laboratory ☐ work with mentor ☐ (other)				

Student responsibilities	Student is obliged to attend and regularly follow the classes and perform the assigned tasks. During the semester, student needs to prepare and present the project and this is a prerequisite to take the exam.					
Screening student work (<i>name the proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course</i>)	Class attendance	0,5	Research		Practical training	1,5
	Experimental work		Report		(Other)	
	Essay		Seminar essay		(Other)	
	Tests		Oral exam	1	(Other)	
	Written exam	1	Project		(Other)	
Grading and evaluating student work in class and at the final exam	Score thresholds and appropriate grades for the written test: 0-49 insufficient (1) 50-65 sufficient (2) 66-75 good (3) 76-85 very good (4) 86-100 excellent (5). Structure of the final grade: average grade of positively graded exam (written and oral) (or test) (50% of the final grade), and a positively graded project (50% of the final grade). Exam dates will be defined by the exam calendar. The exam consists of a written and an oral part (50:50 ratio). A positively graded written part of the exam is a pre-condition for taking the oral part of the exam.					
Required literature (available in the library and via other media)	Title				Number of copies in the library	Availability via other media
	Authorized lectures				/	moodle
	EC, 2014. Guide to Cost-Benefit Analysis of Investment Projects, Economic appraisal tool for Cohesion Policy 2014-2020				/	web
	NSW, 2018. Guide to Cost-Benefit Analysis of Health Capital Projects, NSW Government				/	web
Optional literature (at the time of submission of study programme proposal)	EC, 2019. Health Sector Study EU Final Report, EC.					
Quality assurance methods that ensure the acquisition of exit competences	- Monitoring attendance and other obligations of students (teacher) - Control of Teaching (Vice-Dean) - Analysis of students' success in all subjects of study (Vice-Dean) - Student survey on the quality of teachers and teaching for each course of study - Exam administered by the subject teacher validates all the learning outcomes of the course. The contents of the exam are periodically reviewed. This revision is the basis for determining the adequacy of the ways of checking learning outcomes (Vice-Dean)					
Other (as the proposer wishes to add)						

NAME OF THE COURSE		CRISIS MANAGEMENT IN HEALTHCARE ORGANIZATIONS					
Code		Year of study	1 st				
Course teacher	Ivana Bilić, PhD Marina Lovrinčević, PhD	Credits (ECTS)	4				
Associate teachers		Type of instruction (number of hours)	L	S	E	F	
			10	-	10	-	
Status of the course	Elective	Percentage of application of e-learning	20%				

COURSE DESCRIPTION						
Course objectives	Introducing students to theoretical concepts and practical tools of crisis management in healthcare.					
Course enrolment requirements and entry competences required for the course	Prerequisites for enrollment are prescribed by the Statute of the Faculty of Economics, Business and Tourism and Regulations on studies and system of studies at the Faculty.					
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	Learning outcomes (LOs): 1. Predict the crisis and manage the crisis in healthcare organizations (level 7 according to the HKO). 2. Identify and evaluate different causes of potential crisis (level 7 according to HKO). 3. Create anti-crisis scenarios and choose anti-crisis fighting tools (Level 7 according to HKO). 4. Design, evaluate, and implement crisis plan (level 7 according to the HKO). 5. Conduct the formation of a crisis management team (level 7 according to the HKO). 6. Communicate with relevant stakeholder groups in the context of anti-crisis efforts and damage control (level 7 according to the HKO). 7. Critically re-examine economic prospects of post crisis recovery (level 7 according to the HKO).					
Course content broken down in detail by weekly class schedule (syllabus)	Lectures			Exercises		
	Topic		Hours	Topic		Hours
	1. Crisis - typology and phases		2	Case study – crisis and anti-crisis scenarios		2
	2.Crisis management in healthcare, crisis governance, disaster management		2	Case study – crisis in healthcare		2
	3. Crisis plan: content and implementation		2	Case study – designing the content of crisis plan		2
	4. Crisis communication with relevant internal and external stakeholder groups		2	Case study – crisis communication; channels, content, efficiency and effectiveness of communication		2
	5. Economic aspects of crisis in healthcare organizations		2	Financial indicators, ratios, signals of early warning, turnaround strategies		2
Format of instruction	☒ lectures ☐ seminars and workshops ☐ exercises ☐ <i>on line</i> in entirety ☐ partial e-learning ☐ field work		☒ independent assignments ☐ multimedia ☐ laboratory ☐ work with mentor ☐ (other)			
Student responsibilities						
Screening student work (name the proportion of ECTS credits for each activity so that the total number of ECTS credits is	Class attendance		Research		Practical training	
	Experimental work		Report		(Other)	
	Essay		Seminar essay		(Other)	
	Tests		Oral exam	2	(Other)	

<i>equal to the ECTS value of the course)</i>	Written exam		Project	2	(Other)	
Grading and evaluating student work in class and at the final exam	Grading activities: project (practical work) and oral exam.					
	Practical work (case studies) includes analysis of a practical example. Students who successfully analyze a case study earn an additional grade.					
	Structure of the final grade: 50% project and 50% oral exam.					
Required literature (available in the library and via other media)	Title			Number of copies in the library	Availability via other media	
	Crisis Management Institute – free resources https://www.cmionline.com/				YES/INTERNE T	
	Fink, Steven: Crisis Management: Planning for the Inevitable, iUniverse, 2002.				YES/INTERNE T	
	Frank Luh, Yun Yen, (2020): Cybersecurity in Science and Medicine: Threats and Challenges, Trends in Biotechnology, Volume 38, Issue 8, p. 825-828,				YES/INTERNE T	
	Jalali, S.M. et al. (2019): Health Care and Cybersecurity: Bibliometric Analysis of the Literature, Journal of Medical Internet Research 21(2):e12644				YES/INTERNE T	
Optional literature (at the time of submission of study programme proposal)	• Rizzo G. et al. (2020) Emergency Networks for Post-Disaster Scenarios. In: Rak J., Hutchison D. (eds) Guide to Disaster-Resilient Communication Networks. Computer Communications and Networks. Springer, Cham. https://doi.org/10.1007/978-3-030-44685-7_11 • Bilić, I., Pivčević, S. and Čevra, A. (2017): Crisis Management in Hotel Business – Insights from Croatia, Communication Management Review, Vol. 2 No. 2, pp. 100-118. • Marjan Gusev, M.; Ristov, S.; Prodan, R.; Dzanko, M. and Bilic, I. (2017): Resilient IoT eHealth solutions in case of disasters, Conference 2017 9th International Workshop on Resilient Networks Design and Modeling (RNDM), pp. 1- • Bilić, I. and Vrkić, F. (2017): Crisis communication and crisis management during the crisis, case study of Croatia, Tools and Techniques for Economic Decision Analysis, (Eds.) Stanković, J. et al. IGI Global, pp. 208-224. • Lovrinčević, M., Glamuzina, M., Kružić, D., Radošević, I. (2015): Who matters when crisis strikes? Identification of relevant stakeholder groups in crisis hitten companies, Dynamics of organizational change: Beyond identity and reputation (Eds. Tipurić, D., Vrdoljak Raguž, I., Daraboš, M.), Pearson Education Limited, Harlow, UK, pp. 125-137, ISBN: 978-1-78447-988-6 • Lovrinčević, M., Glamuzina, M., Kružić, D. (2013): Managerial response to business crisis - From crisis signal recognition to implementation of crisis strategies, pp. 177-195 in Vrdoljak Raguž, I. (Ed.): Management, Leadership and Organization in 21th Century, University of Dubrovnik, ISBN: 978-953-7153-32-8 • Glamuzina, M., Lovrinčević, M. (2013): Corporate crisis and crisis strategy implementation, pp. 89-101, Montenegrin Journal of Economics, Vol. 9, No 2, ISSN: 1800-5845 • Mitroff, I. Ian: Crisis Leadership: Planning for the Unthinkable, John Wiley & Sons, 2004.					

	- Platt, D. Harlan: Principles of Corporate Renewal, University of Michigan Press, 1998. - Slatter, Stuart, Lovet, David, Barlow Laura: Leading Corporate Turnaround: How Leaders Fix Troubled Companies, John Wiley & Sons Ltd., 2006.
Quality assurance methods that ensure the acquisition of exit competences	- Monitoring attendance and other obligations of students (teacher) - Control of Teaching (Vice-Dean) - Analysis of students' success in all subjects of study (Vice-Dean) - Student survey on the quality of teachers and teaching for each course of study - Exam administered by the subject teacher validates all the learning outcomes of the course. The contents of the exam are periodically reviewed. This revision is the basis for determining the adequacy of the ways of checking learning outcomes (Vice-Dean)
Other (as the proposer wishes to add)	

NAME OF THE COURSE		ECONOMICS IN HEALTHCARE				
Code		Year of study	1 st			
Course teacher	Lana Kordić, PhD Željko Mrnjavac, PhD	Credits (ECTS)	5			
Associate teachers		Type of instruction (number of hours)	L	S	E	F
			12	-	12	-
Status of the course	Mandatory	Percentage of application of e-learning	30%			
COURSE DESCRIPTION						
Course objectives	The main goal of the course is to ensure students have the knowledge and skill to critically assess providing the health services and the economics of regulation. Students will be able to apply economic theory, methods and research to analyse economic topics in this field.					
Course enrolment requirements and entry competences required for the course	Prerequisites for enrollment are prescribed by the Statute of the Faculty of Economics, Business and Tourism and Regulations on studies and system of studies at the Faculty.					
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	Learning outcomes (LOs):					
	1. Apply advanced economic theory and methods on different part of the healthcare system, their critical review and independent economic research in this area.					
	2. understand and use economic terminology and economic knowledge in order to develop policy recommendations,					
	3. understand the functioning of Croatia healthcare system,					
	4. apply economic analyzes in modern healthcare economics,					
	5. include economic rationality in the selection and justification of selected intervention in healthcare sector,					
	6. re-examine the main forms of providing the health services, according the international practice and knowledge,					
Course content broken down in detail by weekly class schedule (syllabus)	Lectures		Exercises			
	Topic	Hours	Topic		Hours	
	The demand for healthcare and healthcare services	2	Supplier-induced demand and agency		2	

	Production, health and health care	2	The role and importance of health tourism in healthcare economy	2		
	Market failure and government	2	Different models for providing healthcare services – public, private and public-private partnership	2		
	Healthcare insurance around the word –voluntary insurance-based system, social insurance system and parallel system	2	Croatia healthcare system review – Analysis of health care reforms in Croatia	2		
	The theoretical bases of economic evaluation	2	Economic evaluation vs EU funding	2		
	Effectiveness and efficiency of healthcare provision	2	Challenges in measuring the efficiency and effectiveness of health care provision - an analysis of previous research	2		
Format of instruction	☒ lectures ☒ seminars and workshops ☐ exercises ☐ <i>on line</i> in entirety ☒ partial e-learning ☐ field work		☒ independent assignments ☐ multimedia ☐ laboratory ☒ work with mentor ☐ (other)			
Student responsibilities	Students are required to regularly follow the class materials and perform the assigned tasks. Furthermore, during the semester students needs to write or present essay on a topic determined by the teacher and this is a prerequisite to take the exam. Conditions for signing is positively evaluated essay. The condition for taking the exam is a signature.					
Screening student work (<i>name the proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course</i>)	Class attendance	0,5	Research	1	Practical training	
	Experimental work		Report	0,5	(Other)	
	Essay	0,5	Seminar essay		(Other)	
	Tests		Oral exam	1,25	(Other)	
	Written exam	1,25	Project		(Other)	
Grading and evaluating student work in class and at the final exam	• Conditions for signing is positively evaluated essay. The condition for taking the exam is a signature. • Score thresholds and appropriate grades for the written test: 50-64 sufficient (2) 65-79 good (3) 80-89 very good (4) 90-100 excellent (5) • Structure of the final grade: Written exam (30% of the final grade), oral exam (30% of the final grade), positively graded essay (25% of the final grade and the active participation in classes (15% of the final grade). • Exam dates will be defined by the exam calendar. The exam consists of a written and an oral part (50:50 ratio). A positively graded written part of the exam is a pre-condition for taking the oral part of the exam.					
Required literature (available in the library and via other media)	Title			Number of copies in the library	Availability via other media	
	Authorized lectures and presentations on course's web page				Moodle	
	McPake, B., Normand, C., 2008. Health economics: an international perspective. second edition.				Moodle	

	Routledge Taylor & Francis Group, London i New York.		
	Phillips, J.C., 2005. Health Economics: an introduction for health professionals, Blackwell Publishing Ltd, USA.		Moodle
	Vehovec, M. (ur.) 2014. O zdravstvu iz ekonomske perspektive, Ekonomski institut, Zagreb.		Web
	Selected professional and scientific articles		Moodle/Web
Optional literature (at the time of submission of study programme proposal)	Selected professional and scientific articles.		
Quality assurance methods that ensure the acquisition of exit competences	- Monitoring attendance and other obligations of students (teacher) - Control of Teaching (Vice-Dean) - Analysis of students' success in all subjects of study (Vice-Dean) - Student survey on the quality of teachers and teaching for each course of study - Exam administered by the subject teacher validates all the learning outcomes of the course. The contents of the exam are periodically reviewed. This revision is the basis for determining the adequacy of the ways of checking learning outcomes (Vice-Dean)		
Other (as the proposer wishes to add)			

NAME OF THE COURSE	ETHICS IN HEALTHCARE ORGANIZATIONS							
Code			Year of study		1 st			
Course teacher	Marija Definis, PhD, MD Ana Marušić, PhD, MD		Credits (ECTS)		4			
Associate teachers			Type of instruction (number of hours)		L	S	E	F
					10	-	10	-
Status of the course	Elective		Percentage of application of e-learning		20%			
COURSE DESCRIPTION								
Course objectives	The success of health professionals depends on their professional and ethical behaviour. Therefore, the main course objective is the acquisition of knowledge, skills, and competencies for solving ethical problems and dilemmas, which health professionals face within the health system.							
	Within this course, the students will: • be introduced to the ethics of health professionals in the light of changed working conditions and circumstances due to changes in collective and individual consciousness, • acquire the necessary knowledge to understand the changes in the organization of health care systems and the position of health professionals in the new social relations that require certain ethical responsibilities from each individual stakeholder within the health system, • acquire competencies for maintaining the principles of justice and ethics in public health and health policy and the principles of conduct that should be respected in the practice of the health profession, • acquire knowledge about ethical organization and climate as a basis for professional work in health care institutions.							

Course enrolment requirements and entry competences required for the course	Prerequisites for enrollment are prescribed by the statute of the Faculty of Economics, Business and Tourism and Regulations on studies and system of studies at the Faculty.					
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	Learning outcomes (LOs): 1. Describe and explain the consequences of scientific and technological progress on morality and ethics in healthcare. 2. Identify and analyze ethical issues. 3. Consider moral behaviour and actions in health ethics. 4. Apply the methods of ethical analysis and argumentation of ethical solutions. 5. Point out the pluriperspective and integrative approach in solving bioethical problems in the practical activities of health workers. 6. Apply the determinants of ethical and deontological codes in resolving cases from practice. 7. Recognize and critically judge the ethics of personal and general behaviour and actions within the health system. 8. Develop trust and guarantee ethics in procedures and relationships with patients and their families, their professional associates and the community as a whole. 9. Assess the ethical climate in their institution. 10. Understand the factors that affect the ethical climate in healthcare institutions.					
Course content broken down in detail by weekly class schedule (syllabus)	Lectures		Exercises			
	Topic	Hours	Topic	Hours		
	Introduction to health ethics: ethics, morality, bioethics, deontology, brief historical overview, human rights and health, principles of biomedical ethics	2	Bioethical dilemmas	2		
	Professional ethics: the ethics of health workers, professional codes, body and personality, ethics committees	3	Solving cases from practice	3		
	Ethics at the level of the health care system: responsibility of hospital administrations, health insurance, media attitude towards health workers	2	Conflict of interest in medicine	2		
	Ethics of research	3	Ethical climate in a health institution	3		
Format of instruction	☒ lectures ☐ seminars and workshops ☒ exercises ☐ on line in entirety ☒ partial e-learning ☐ field work		☐ independent assignments ☐ multimedia ☐ laboratory ☐ work with mentor ☐ (other)			
Student responsibilities						
Screening student work (name the proportion of ECTS credits for each activity so that the total number of	Class attendance	1	Research		Practical training	1.5
	Experimental work		Report		Computer-based test	
	Essay	1.5	Seminar essay		Test	

NAME OF THE COURSE		EU FUNDS AND EUROPEAN PROJECT MANAGEMENT IN HEALTHCARE					
Code		Year of study	1 st				
Course teacher	Vinko Muštra, PhD Blanka Šimundić, PhD	Credits (ECTS)	4				
Associate teachers	Katarina Vukojević, PhD	Type of instruction (number of hours)	L	S	E	F	
			10	-	10	-	
Status of the course	Elective	Percentage of application of e-learning	30%				
COURSE DESCRIPTION							

Course objectives	Student will integrate knowledge about the stages of project management with EU funds, which will enable the development and implementation of a project idea in the health sector suitable for EU funding.				
Course enrolment requirements and entry competences required for the course	Prerequisites for enrollment are prescribed by the Statute of the Faculty of Economics, Business and Tourism and Regulations on studies and system of studies at the Faculty.				
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	Designing the possibility of integrating the key elements of project management in EU funds with the elements of the project idea through the development and implementation of the project idea in the health sector suitable for EU funding (6 levels) Learning outcomes (LOs): 1. Distinguish the basic phases of project cycle management with EU funds (6 levels). 2. Identify and compare the specifics of individual EU funds and Community programs for the health sector (6 levels). 3. Identify the characteristics of a good project application (6 levels). 4. Design and develop a project idea in accordance with the rules of project cycle management in EU funds / community programs in the health sector (6 levels). 5. Identify the elements and examine the success of project implementation (6 levels).				
Course content broken down in detail by weekly class schedule (syllabus)		Lectures		Exercises	
		Topic	Hours	Topic	Hours
	1.	Introduction to the subject; Introduction to basic concepts related to the EU, Program cycle of EU funds	2	Introduction to the key principles of the programme; defining project teams; introduction to the basic elements of project cycle management in EU funds	2
	2.	EU funds in the Republic of Croatia and the health sector - Strategic framework	2	Project cycle management - analytical phase (analysis of the situation, stakeholders, problems and goals)	2
	3.	EU funds in the Republic of Croatia and the health sector: Operational programs in the Republic of Croatia in the period 2021-2027 and special reference to: European Social Fund (ESF), European Regional Development Fund (ERDF), Cohesion Fund (CF)	2	Project cycle management - creative phase (choice of intervention strategy and logic)	2
	4.	EU funds in the Republic of Croatia and the health sector: Operational programs in the Republic of Croatia in the period 2021-2027 and special reference to: European Agricultural	2	Project cycle management - structural phase (formulation of implementation activities, resources, success indicators, risks and assumptions)	2

		Fund for Rural Development (EAFRD) and European Fisheries Fund (EFF)				
	5.	EU programs in the Republic of Croatia and the health sector; Communication, information and visibility in the context of EU funds	2	Identification of the appropriate tender and analysis of the tender documentation - practical aspects of the implementation of successful projects financed from EU funds and Community programs in the Republic of Croatia in the health sector.	2	
Format of instruction	☒ lectures ☒ seminars and workshops ☒ exercises ☐ on line in entirety ☒ partial e-learning ☐ field work		☒ independent assignments ☒ multimedia ☐ laboratory ☐ work with mentor ☐ (other)			
Student responsibilities	Student is obliged to attend and regularly follow the classes and perform the assigned tasks. During the semester, student needs to prepare and present the project and this is a prerequisite to take the exam.					
Screening student work (name the proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course)	Class attendance	0,5	Research		Practical training	1 option
	Experimental work		Report		(Other)	
	Essay		Seminar essay		(Other)	
	Tests		Oral exam		(Other)	
	Written exam	2	Project	1,5	(Other)	
Grading and evaluating student work in class and at the final exam	Conditions for signing: positively evaluated project. The condition for taking the exam is a signature. A written exam is held at the course. Score thresholds and appropriate grades for the written test: 0-49 insufficient (1) 50-65 sufficient (2) 66-75 good (3) 76-85 very good (4) 86-100 excellent (5) Structure of the final grade: Written exam (50% of the final grade), active participation in classes (10% of the final grade) and a positively graded project (40% of the final grade).					
Required literature (available in the library and via other media)	Title			Number of copies in the library	Availability via other media	
	1. Authorized lectures and presentations on course's web page				Moodle	
	2. Smjernice za upravljanje projektnim ciklusom – Podrška učinkovitoj provedbi vanjske pomoći Europske komisije, Središnji državni ured za razvojnu strategiju i koordinaciju fondova EU , listopad 2008.				Internet, available at: (http://www.mrrfeu.hr/default.aspx?id=805)	
	3. SAFU Priručnik za korisnike bespovratnih sredstava u okviru projekata financiranih iz europskih strukturnih i investicijskih fondova, Središnja agencija za financiranje i ugovaranje, 2018				Internet, available at: https://strukturnifondovi.hr/wp-content/uploads/2017/02/SAFU -	

			PRIRUCNIK ZA KORISNIKE E_v_2.pdf
	4. Ususret EU fondovima, Ministarstvo regionalnog razvoja i fondova EU, 2013.		Internet, besplatno dostupno na stranicama resornog Ministarstva (http://www.mrrfeu.hr/default.aspx?id=805)
	5. Upute za korisnike sredstava - Informiranje, komunikacija i vidljivost, Ministarstvo regionalnog razvoja i fondova EU, 2017.		Internet, available at: https://strukturnifondovi.hr/dokumenti/?doc_id=578&fondovi=esi_fondovi
	6. Pravni i formalni okvir EU fondova u RH		Internet, available at: (https://strukturnifondovi.hr/dokumenti/?doc_id=578&fondovi=esi_fondovi)
Optional literature (at the time of submission of study programme proposal)	• Muštra, V. i Šimundić, B. (2020): .Izveštaj o provedbi regionalne politike u Republici Hrvatskoj u sklopu programa European Regional Policy Research Consortium (EoRPA) i za naručitelja European Policies Research Centre (EPRC), 2020. • Muštra, V. (2020) Izveštaj o upravljanju i implementaciji Strukturnih fondova u EU za programsko razdoblje 2014.-2020. tijekom zadnjih šest mjeseci, u sklopu programa IQ net, i za naručitelja European Policies Research Centre (EPRC), jesen 2020. • Muštra, V. i Šimundić, B. (2013): Report on implementation of the European Structural and investment funds in Croatia, European Structural and Investment Funds Journal, volume 1, number 1, p. 53-56, ISSN 21 96-82 68.		
Quality assurance methods that ensure the acquisition of exit competences	• Monitoring attendance and other obligations of students (teacher) • Control of Teaching (Vice-Dean) • Analysis of students' success in all subjects of study (Vice-Dean) • Student survey on the quality of teachers and teaching for each course of study • Exam administered by the subject teacher validates all the learning outcomes of the course. The contents of the exam are periodically reviewed. This revision is the basis for determining the adequacy of the ways of checking learning outcomes (Vice-Dean)		
Other (as the proposer wishes to add)	The course is taught in Croatian and/or English.		

Screening student work (<i>name the proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course</i>)	Class attendance	1	Research		Practical training	
	Experimental work		Report	3	(Other)	
	Essay		Seminar essay		(Other)	
	Tests		Oral exam		(Other)	
	Written exam		Project	3	(Other)	
Grading and evaluating student work in class and at the final exam	Report (essay) or project assignment.					
Required literature (available in the library and via other media)	Title				Number of copies in the library	Availability via other media
	Berger, S. (2008), Fundamentals of Health care Financial Management, Published by Jossey-Bass A Wiley Imprint, San Francisco				0	Yes
	Gapenski, L.C., Understanding healthcare financial management, 5th edition (2005.), AUPHA-HAP				0	Yes
	Vidučić, Lj., Pepur, S., Šimić Šarić, M., Financijski menadžment, X. izdanje, RRiF, Zagreb (2018.) (odabrana poglavlja)				10	No
	Gruen, R.,Howarth, A. (2005), Financial Management in Health Services, Open University Press McGraw-Hill Education, Glasgow				0	Yes
	Autorizirani nastavni materijali na Moodle stranici kolegija.				0	Moodle
Optional literature (at the time of submission of study programme proposal)	• Pink, G.H, Song, P.H., Gapenski's Understanding Healthcare Financial Management, 8th Edition, (2019.), AUPHA-HAP • Zelman, W. N., McCue, M.J., Glick, N.D., Thomas, M.C., Financial Management of Health Care Organizations: An Introduction to Fundamental Tools, Concepts and Applications, 5th Edition, Wiley					
Quality assurance methods that ensure the acquisition of exit competences	• Monitoring attendance and other obligations of students (teacher) • Control of Teaching (Vice-Dean) • Analysis of students' success in all subjects of study (Vice-Dean) • Student survey on the quality of teachers and teaching for each course of study • Exam administered by the subject teacher validates all the learning outcomes of the course. The contents of the exam are periodically reviewed. This revision is the basis for determining the adequacy of the ways of checking learning outcomes (Vice-Dean)					
Other (as the proposer wishes to add)						

NAME OF THE COURSE		HEALTH TECHNOLOGY ASSESSMENT					
Code		Year of study	1 st				
Course teacher	Ana Marušić, MD, PhD Ljubo Znaor, MD, PhD	Credits (ECTS)	4				
Associate teachers		Type of instruction (number of hours)	L	S	E	F	
			10	-	10	-	

Status of the course	Elective	Percentage of application of e-learning	20%	
COURSE DESCRIPTION				
Course objectives	Understanding the principles of health technology assessment (HTA) and its importance in rational approach to health care, improving clinical and economic effectiveness and the quality of health care; acquiring competences for analysis and understanding of basic concepts, HTA steps and final documents.			
Course enrolment requirements and entry competences required for the course	Prerequisites for enrollment are prescribed by the Statute of the Faculty of Economics, Business and Tourism and Regulations on studies and system of studies at the Faculty.			
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	Learning outcomes (LOs): 1. Describe the importance of HTA in rationalization of the health care system and reaching decisions on health technologies based on evidence. 2. Understand and describe best practices in HTA. 3. Understand and describe the importance of different types of evidence and their critical assessment. 4. Understand and describe best practices in economic analyses of health technologies. 5. Understand and describe the importance of other elements of HTA and contextualization of the evidence. 6. Acquire skills in reading and assessing final HTA documents as a tool in decision making about health technologies based on evidence.			
Course content broken down in detail by weekly class schedule (syllabus)	Lectures		Exercise	
	Topic	Hours	Topic	Hours
	Introduction to Health Technology Assessment (HTA)	1	Tools for assessing risk of bias and quality of clinical evidence	1
	HTA at national and international level	1	Tools for assessing the quality of economic analyses	2
	The procedure for assessing health technologies and the role of different stakeholders.	2	Multiple Criteria Decision Analysis (MCDA)	1
	How to critically assess the evidence for clinical effectiveness and safety	2	Critical analysis of evidence from economic analyses	2
	How to critically analyse the evidence from economic analysed	2	Analysis and discussion of final HTA documents – part 1	2
	Importance of organizational, social, and patient ethical and legal elements in HTA	1	Analysis and discussion of final HTA documents – part 2	2
	Contextualisation of evidence analysis and decision making about health technologies.	1		
Format of instruction	☒ lectures ☐ seminars and workshops ☒ exercises		☒ independent assignments ☐ multimedia ☐ laboratory	

	☐ <i>on line</i> in entirety ☐ partial e-learning ☐ field work	☐ work with mentor ☐ (other)				
Student responsibilities						
Screening student work (<i>name the proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course</i>)	Class attendance		Research	1	Practical training	2
	Experimental work		Report		(Other)	
	Essay		Seminar essay		(Other)	
	Tests	1	Oral exam		(Other)	
	Written exam		Project		(Other)	
Grading and evaluating student work in class and at the final exam						
Required literature (available in the library and via other media)	Title			Number of copies in the library	Availability via other media	
	M. Huić. Procjena zdravstvenih tehnologija (engl. Health Technology Assessment, HTA). Osnove kliničke farmakologije. ur. I. Francetić, D. Vitezić. Zagreb. Medicinska naklada. 2014.			0		
	Kristensen FB, Husereau D, Huić M, Drummond M, Berger ML, Bond K, Augustovski F, Booth A, Bridges JFP, Grimshaw J, IJzerman MJ, Jonsson E, Ollendorf DA, Rüther A, Siebert U, Sharma J, Wailoo A. Identifying the Need for Good Practices in Health Technology Assessment: Summary of the ISPOR HTA Council Working Group Report on Good Practices in HTA. Value Health. 2019 Jan;22(1):13-20. doi: 10.1016/j.jval.2018.08.010. Epub 2018 Dec 13.PMID: 30661627				https://www.ispor.org/docs/default-source/councils/hta-council/health-technology-assessment-hta-good-practices-recommendation.pdf?sfvrsn=e6748bf6_2	
	EUnetHTA.HTA Core Model.				https://eunetha.eu/hta-core-model/	
	Goodman CS. HTA 101: Introduction to Health Technology Assessment, 2004.				http://aaz.hr/resources/pages/57/2.%20HTA101-%20Introduction%20to%20health%20technology%20assessment.pdf	
	Husereau D, Drummond M, Petrou S, et al. Consolidated health economic evaluation reporting standards (CHEERS)—explanation and elaboration: a report of the ISPOR Health Economic Evaluations				https://www.sciencedirect.com/science/article/	

	Publication Guidelines Good Reporting Practices Task Force. Value Health. 2013;16(2):231-250.		pii/S1098301513000223
	Thokala P, Devlin, N, Marsh K, et al. Multiple criteria decision analysis for health care decision making—an introduction: report 1 of the ISPOR MCDA Emerging Good Practices Task Force. Value Health. 2016;19(1):1-13.		https://www.sciencedirect.com/science/article/pii/S1098301515051359
Optional literature (at the time of submission of study programme proposal)	• EUnetHTA. Methodology Guidelines. https://eunetha.eu/methodology-guidelines/ • Higgins JPT, Thomas J, Chandler J, Cumpston M, Li T, Page MJ, Welch VA (editors). <i>Cochrane Handbook for Systematic Reviews of Interventions</i> version 6.2 (updated February 2021). Cochrane, 2021. Available from www.training.cochrane.org/handbook. • Agency for Quality and Accreditation in Health Care, Department for Development, Research and Health Technology Assessment. The Croatian Guideline for Health Technology Assessment Process and Reporting, 1st ed Zagreb, February 2011., https://www.aaz.hr/sites/default/files/hrvatske_smjernice_za_procjenu_zdravstvenih_tehnologija.pdf • Marsh K, IJzerman M, Thokala P, et al. Multiple criteria decision analysis for health care decision making—emerging good practices: report 2 of the ISPOR MCDA Emerging Good Practices Task Force. Value Health. 2016;19(2):125-137. • Huic M, Tandara Hacek R, Svajger I. Health technology assessment in central, eastern, and south european countries: Croatia. Int J Technol Assess Health Care. 2017 Jan;33(3):376-383. doi: 10.1017/S026646231700054X. Epub 2017 Aug 14. (https://www.cambridge.org/core/journals/international-journal-of-technology-assessment-in-health-care/article/health-technology-assessment-in-central-eastern-and-south-european-countries-croatia/524D910D6AA71E8A3DF8F826100E781B)		
Quality assurance methods that ensure the acquisition of exit competences	• Monitoring attendance and other obligations of students (teacher) • Control of Teaching (Vice-Dean) • Analysis of students' success in all subjects of study (Vice-Dean) • Student survey on the quality of teachers and teaching for each course of study • Exam administered by the subject teacher validates all the learning outcomes of the course. The contents of the exam are periodically reviewed. This revision is the basis for determining the adequacy of the ways of checking learning outcomes (Vice-Dean)		
Other (as the proposer wishes to add)			

NAME OF THE COURSE		HUMAN RESOURCE MANAGEMENT IN HEALTHCARE ORGANIZATIONS					
Code		Year of study	1 st				
Course teacher	Srećko Goić, PhD	Credits (ECTS)	4				
Associate teachers	Ivana Tadić, PhD	Type of instruction (number of hours)	L	S	E	F	
			10	-	10	-	
Status of the course	elective	Percentage of application of e-learning	20 – 100%				
COURSE DESCRIPTION							
Course objectives	The aim of the course is to provide students with skills and abilities for successful human resource management in healthcare organizations. Students will master the basic concepts of human resource management applicable in all organizations engaged in health care.						
Course enrolment requirements and entry competences required for the course	Prerequisites for enrollment are prescribed by the Statute of the Faculty of Economics, Business and Tourism and Regulations on studies and system of studies at the Faculty.						
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	Learning outcomes (LOs): 1. Analyze, identify and comment on theoretical and practical aspects of human resource management in healthcare organizations. 2. Analyze the characteristics of the business and general environment as a basis for designing human resource management system(s) 3. Analyze and identify particularities of health care in the field of human resources needs 4. Design jobs and make plans for the necessary human resources. 5. Analyze different methods and techniques of attracting, selecting and retaining employees. 6. To build system(s) for evaluating the performance (characteristics / performances) of employees. 7. Assess various elements of compensation system(s) to determine compensation(s) for jobs in the company. 8. Analyze managerial aspects of employment, protection and improvement of working and living conditions of employees. 9. Identify particularities of each organization (in health care) with regard to the characteristics and requirements of human resources, and apply them to the design of human resource management systems in particular organizations.						

Course content broken down in detail by weekly class schedule (syllabus)	Lectures		Exercises	
	Topic	Hours	Topic	Hours
	INTRODUCTION: The concept and content of human resource management (HRM). The place and role of HRM in the management of an organization.	1	Analysis of the impact of changes from the internal and external environment on human resource management	1
	ANALYSIS AND DESIGN OF JOBS and WORKPLACES as a basis for human resource management.	1	Specifics of human resources and human resource management in health care.	1
	HUMAN RESOURCES PLANNING. Human resource planning as a part of an enterprise planning system. The time dimension of human resource planning. Specifics of human resource planning.	1	Case study from practice (with expert from practice)	1
	RECRUITMENT: (Recruitment Sources, Recruitment Methods); SELECTION: Personnel selection (Concept, content and selection process. Information basis about candidates. Interview. Tests. Decision on candidate selection).	1	Case study from practice (with expert from practice)	1
	TRAINING AND STAFF DEVELOPMENT (Employee orientation; Concept, content and characteristics of training. Training vs. education. Training process and methods. Staff development - career development).	1	Case study from practice (with expert from practice)	1
	PERFORMANCE MANAGEMENT AND APPRAISAL (Assessing and improving the performance of employees.) MOTIVATION AND MOTIVATIONAL PROCESSES: Basic theories of motivation; Motivation, job satisfaction and job performance.	1	Presentation and discussion on the participants' access papers	1
	COMPENSATIONS I: The concept, content and character of compensations. Forms of compensation. Pay policy. Basic salary and its determination. Job evaluation methods.	1	Presentation and discussion on the participants' access papers	1
	COMPENSATIONS II: Incentive payment (Principles and models of incentive payment). Supplements and allowances. Benefits.	1	Presentation and discussion on the participants' access papers	1

	EMPLOYEE - EMPLOYER RELATIONS: Labor relations (Institutional framework. Establishing and termination of employment. Disciplinary relations); Collective relations at work (Trade union organization and actions. Organization of employers and managers. Collective bargaining and contracting. Collective disputes and strikes).	1	Presentation and discussion on the participants' approach papers	1		
	PROTECTION AND IMPROVEMENT OF WORKING AND LIVING CONDITIONS OF EMPLOYEES I: Safety at work; Health Care. Other types of protection and improvement of the quality of life of employees (Social protection. Protection of employees' rights. Protection of special groups. Living conditions and recreation). HUMAN RESOURCES MANAGEMENT INFORMATION SYSTEM: Aims and tasks of the human resources management information system; Basic elements of the system; Designing human resources information system.	1	Presentation and discussion on the participants' access papers	1		
Format of instruction	☒ lectures ☒ seminars and workshops ☒ exercises ☐ on line in entirety ☒ partial e-learning ☐ field work		☒ independent assignments ☐ multimedia ☐ laboratory ☐ work with mentor ☐ (other)			
Student responsibilities	Working paper (report): each student will prepare a paper on a topic from the field of human resource management in agreement with the course teacher, presentation materials (written material, explanation, presentation material) and present it to colleagues,					
Screening student work (name the proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course)	Class attendance		Research		Practical training	
	Experimental work		Report	1	(Other)	
	Essay		Seminar essay		(Other)	
	Tests		Oral exam	2	(Other)	
	Written exam	1	Project		(Other)	
Grading and evaluating student work in class and at the final exam	• Working paper (report) • Written exam • Oral exam					
Required literature (available in the	Title			Number of copies in the library	Availability via other media	

library and via other media)	Fried, B.: Fundamentals of Human Resources in Healthcare, Health Administration Press, 2018.		
	Written / working materials from teachers' lectures and exercises (available in electronic form)		
Optional literature (at the time of submission of study programme proposal)	1. Bagat, M.: Model planiranja i upravljanja ljudskim potencijalima u sustavu zdravstva u Republici Hrvatskoj, doktorska disertacija, Medicinski fakultet, Zagreb, 2016. 2. Bahtijarević-Šiber, F.: Management ljudskih potencijala, Golden marketing, Zagreb, 1999. 3. Marušić, S.: Upravljanje ljudskim potencijalima, ADECO - Ekonomski institut, Zagreb, 2001. 4. Mathis, R. L., Jackson, J. H.: Human Resource Management, Thomson South-Western, 2008. 5. McConnell, C.R.: Human Resource Management In Health Care: Principles and Practice, Jones and Bartlett Publishers, Inc, 2019. 6. Noe, R.A; Hollenbeck, J.R; Gerhart, B; Wright, P.M: Menadžment ljudskih potencijala, Mate, Zagreb, 2006. 7. Pynes, J.E., Lombardi, D.N.: Human Resources Management for Health Care Organizations: A Strategic Approach, Jossey-Bass, 2011. 8. Srinivasan, A.V.: Managing a Modern Hospital, Response Books, New Delhi 2008. 9. Škoko, I.: Upravljanje ljudskim resursima u organizaciji privatnih zdravstvenih ustanova, doktorska disertacija, EF Osijek, 2018.		
Quality assurance methods that ensure the acquisition of exit competences	• Monitoring attendance and other obligations of students (teacher) • Control of Teaching (Vice-Dean) • Analysis of students' success in all subjects of study (Vice-Dean) • Student survey on the quality of teachers and teaching for each course of study • Exam administered by the subject teacher validates all the learning outcomes of the course. The contents of the exam are periodically reviewed. This revision is the basis for determining the adequacy of the ways of checking learning outcomes (Vice-Dean)		
Other (as the proposer wishes to add)			

NAME OF THE COURSE		INFORMATION SYSTEMS IN HEALTHCARE					
Code		Year of study	1 st				
Course teacher	Mario Jadrić, PhD Maja Ćukušić, PhD	Credits (ECTS)	4				
Associate teachers		Type of instruction (number of hours)	L	S	E	F	
			10	-	10	-	
Status of the course	Elective	Percentage of application of e-learning	20%				
COURSE DESCRIPTION							
Course objectives	Get a comprehensive understanding of the concepts, approaches, methods and techniques needed to effectively use information systems in healthcare. Develop students' ability to differentiate between specific information systems in health organizations.						

Course enrolment requirements and entry competences required for the course	Prerequisites for enrollment are prescribed by the Statute of the Faculty of Economics, Business and Tourism and Regulations on studies and system of studies at the Faculty.					
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	Learning outcomes (LOs): 1. Evaluate the state and development of information systems for health organizations. 2. Define a system approach in the context of healthcare information systems. 3. Identify the importance of information systems and its subsystems in healthcare. 4. Differentiate the business decision support systems and e-business systems in health organizations in the context of digital transformation. 5. Evaluate functions of a specific IT-supported business information system through business cases in health organizations.					
Course content broken down in detail by weekly class schedule (syllabus)	Lectures		Exercises			
	Topic	Hours	Topic	Hours		
	Healthcare organization as an information system. Information as a resource. Models of information systems.	2	Introduction to applications and basic functionalities of information systems for health organizations.	2		
	Functional information subsystems. Information security management system.	2	Introduction to applications and basic functionalities of information systems for health organizations.	2		
	Digitalization of key and supporting business processes of healthcare organizations.	2	Using the functionality of the information system on a specific case from practice.	2		
	Concept and types of decision support systems. Business Intelligence.	2	Using the functionality of the information system on a specific case from practice.	2		
	Technological infrastructure of e-business. E-health trends.	2	Using the functionality of the information system for reporting.	2		
Format of instruction	☒ lectures ☐ seminars and workshops ☒ exercises ☐ <i>on line</i> in entirety ☐ partial e-learning ☐ field work		☒ independent assignments ☐ multimedia ☐ laboratory ☐ work with mentor ☐ (other)			
Student responsibilities	Exam requirement: signature. Signature requirement: Completed case study and computer (practical) test.					
Screening student work (<i>name the proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course</i>)	Class attendance	0,66	Research		Practical training	
	Experimental work		Report		Computer (practical) test	1,34
	Essay		Seminar essay	1	(Other)	
	Tests		Oral exam	0,5	(Other)	
	Written exam	0,5	Project		(Other)	

Grading and evaluating student work in class and at the final exam	Through additional engagement and active participation (for example by submitting critical review of the book chapters and coursework), the student can get bonus points. Up to 10 points can be achieved in the oral part of the exam.		
Required literature (available in the library and via other media)	Title	Number of copies in the library	Availability via other media
	Željko Garača: Poslovni informacijski sustavi, Ekonomski fakultet Split, Split, 2008.	11	
Optional literature (at the time of submission of study programme proposal)	Books (selected chapters): Turban, E.; Volonino, L.: Information Technology for Management, Transforming Organizations in the Digital Economy, John Wiley & Sons, Inc., 2020.		
Quality assurance methods that ensure the acquisition of exit competences	- Monitoring attendance and other obligations of students (teacher) - Control of Teaching (Vice-Dean) - Analysis of students' success in all subjects of study (Vice-Dean) - Student survey on the quality of teachers and teaching for each course of study - Exam administered by the subject teacher validates all the learning outcomes of the course. The contents of the exam are periodically reviewed. This revision is the basis for determining the adequacy of the ways of checking learning outcomes (Vice-Dean)		
Other (as the proposer wishes to add)			

NAME OF THE COURSE		INTERNAL CONTROL AND AUDIT IN HEALTHCARE ORGANIZATIONS					
Code		Year of study	1 st				
Course teacher	Marko Čular, PhD Ivana Dropulić, PhD	Credits (ECTS)	4				
Associate teachers		Type of instruction (number of hours)	L	S	E	F	
			10	-	10	-	
Status of the course	Elective	Percentage of application of e-learning	10%				
COURSE DESCRIPTION							
Course objectives	The main goal of the course is to train a student of the Postgraduate Specialist Study "Health Management" to assess the effectiveness and efficiency of risk management of health organizations, controls and corporate governance.						
Course enrolment requirements and entry competences required for the course	Prerequisites for enrollment are prescribed by the Statute of the Faculty of Economics, Business and Tourism and Regulations on studies and system of studies at the Faculty.						
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	Learning outcomes (LOs): 1. Evaluate business risks of healthcare organizations. 2. Evaluate internal controls in healthcare organizations. 3. Determine the role of internal audit in risk management, controls and corporate governance of healthcare organizations. 4. Valorize the approaches and findings of internal audit of healthcare organizations.						

	Lectures		Exercises	
	Topic	Hours	Topic	Hours
Course content broken down in detail by weekly class schedule (syllabus)	Corporate governance, risks and controls in healthcare organizations. Business processes and risk management models in healthcare organizations.	2	Case study: understanding and developing business processes. Creating a flow chart. Case study: business risk assessment. Creating a risk matrix.	2
	Types, levels and limitations of internal controls. COSO IC and COSO ERM model. Information security and data protection. Types of security controls.	2	Case study: application of COSO IC and COSO ERM models. Case study: analysis of control procedures and assessment of control weaknesses and deficiencies. Integrated case study: analysis of business processes, risks and control of healthcare organizations.	2
	Internal audit as a profession. International Professional Practices Framework. Normative framework for performing internal audit in healthcare organizations. The role and importance of state audit on the operations of healthcare organizations.	2	Case study: development of a strategic and annual plan of internal audit of healthcare organizations. Case study: analysis of state audit reports of healthcare organizations.	2
	Purpose, powers and responsibilities of the internal audit function. Organizational status and internal organization. The dual role of internal audit. Quality assurance and improvement program.	1	Case study: a three-line model. Case study: self-assessment report.	1
	Internal risk-based audit. Methodology of performing internal audit. Audit process. Methods and techniques of audit procedures. Reporting on results and monitoring the implementation of recommendations.	3	Case study: types of audit evidence. Case study: application of sampling method. Case study: application of analytical procedures.	3
Format of instruction	☒ lectures ☐ seminars and workshops ☒ exercises ☐ <i>on line</i> in entirety ☐ partial e-learning ☐ field work		☐ independent assignments ☐ multimedia ☐ laboratory ☐ work with mentor ☒ hosting experts from practice (other)	

Student responsibilities	-					
Screening student work (name the proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course)	Class attendance		Research		Practical training	
	Experimental work		Report		(Other)	
	Essay		Seminar essay		(Other)	
	Tests		Oral exam	2	(Other)	
	Written exam	2	Project		(Other)	
Grading and evaluating student work in class and at the final exam	The final exam consists of two parts, theory (oral) and assignments (written). To pass, it is necessary to achieve a minimum of 50% of points from the oral and a minimum of 50% of points from written exam, and on average to achieve a minimum of 60% of points at the level of the entire exam. A student who achieves a minimum of 50% of part of the assignments, has the right to take the oral part of the exam. The score thresholds and the corresponding exams are: 0% to 59% insufficient (1) 60% to 69% sufficient (2) 70% to 79% good (3) 80% to 89% very good (4) 90% to 100% excellent (5)					
Required literature (available in the library and via other media)	Title			Number of copies in the library	Availability via other media	
	Tušek, B., Žager, L., Barišić, I.: Interna revizija, Hrvatska zajednica računovođa i financijskih djelatnika, Zagreb, 2014.			3		
Optional literature (at the time of submission of study programme proposal)	Books: - Sawyer, L.: Sawyer's Guide for Internal Auditors, 6th Edition, The IIA Research Foundation, 2012. Journals: - Čular, M. & Šupe, P. (2020) Utjecaj državne revizije na učinkovitost rada lokalnih jedinica u Hrvatskoj. <i>Journal of Economy and Business</i>, 26, 52-69. - Čular, M., Slapničar, S. & Vuko, T. (2020) The Effect of Internal Auditors' Engagement in Risk Management Consulting on External Auditors' Reliance Decision. <i>European accounting review</i>, 29 (5), 999-1020. - Čular, M. (2019) Utjecaj organizacije interne revizije i učinkovitog revizijskog odbora na korištenje rada interne revizije u eksternoj reviziji. <i>Ekonomika misao i praksa</i>, 28 (1), 3-22. - Vuko, T. & Čular, M. (2019) Primjena Benfordova zakona u otkrivanju računovodstvenih prijevара, <i>Računovodstvo, revizija i porezi u praksi</i>, URFD. - Vuko, T., Dropulić, I., Bandalo, I. (2014). Suradnja unutarnje i državne revizije u javnom sektoru. <i>Journal of Economy and Business</i>, 22, 149-169. Other sources: - Croatian institute of internal auditors (http://www.hiir.hr/) - The Institute of Interna Auditors (https://na.theiia.org/Pages/IIAHome.aspx) - Ministry of Finance (https://mfin.gov.hr/istaknute-teme/sredisnja-harmonizacijska-jedinica/unutarnja-revizija/regulatorni-okvir-233/233)					
Quality assurance methods that ensure the acquisition of exit competences	- Monitoring attendance and other obligations of students (teacher) - Control of Teaching (Vice-Dean) - Analysis of students' success in all subjects of study (Vice-Dean) - Student survey on the quality of teachers and teaching for each course of study					

	Exam administered by the subject teacher validates all the learning outcomes of the course. The contents of the exam are periodically reviewed. This revision is the basis for determining the adequacy of the ways of checking learning outcomes (Vice-Dean)
Other (as the proposer wishes to add)	Experts from practice will be engaged within the exercises.

NAME OF THE COURSE		LAW IN HEALTHCARE					
Code		Year of study	1 st				
Course teacher	Jozo Čizmić, PhD Ratko Brnabić, PhD Marina Carić, PhD Blanka Kačer, PhD	Credits (ECTS)	5				
Associate teachers		Type of instruction (number of hours)	L	S	E	F	
			12	-	12	-	
Status of the course	Mandatory	Percentage of application of e-learning	20%				
COURSE DESCRIPTION							
Course objectives	Continuous and rapid development of medicine / health, an increasing number of cases and problems that disturb the general public (health financing, health management, reorganization and remediation of the hospital system, medical errors, bribes, public procurement in the field of health, faulty medical devices, plagiarism, problems health insurance, waiting lists, etc.) in which health professionals, economists and lawyers can't independently find a quality solution, necessarily requires an appropriate process of training polyvalent professionals who will be able to satisfy this requirement, especially in solving practical problems. Therefore, the aim of this course is to educate students for leading and most complex jobs in health care institutions, judiciary, higher education and other educational institutions, institutes and state and other public institutions, all from the aspect of learning about legal regulations and the legal framework governing the health system.						
Course enrolment requirements and entry competences required for the course	Prerequisites for enrollment are prescribed by the Statute of the Faculty of Economics, Business and Tourism and Regulations on studies and system of studies at the Faculty.						
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	Learning outcomes (LOs): 1. to build a career or to perform highly specialized jobs in the medical profession in the private and public sector, 2. to continue training at the doctoral and postdoctoral level, 3. for in-depth critical analysis, evaluation and synthesis of content in the field of medical law, 4. to apply techniques and methodologies and adapt research processes in the field of medical law, 5. for independent design and implementation of research in the field of medical law, 6. for communication and evaluation of achieved research results in the field of medical law, 7. to promote excellence in the academic and professional context in the field of medical law and medical law science within a knowledge-based society.						
Course content broken down in detail by weekly class schedule (svllabus)	Lectures			Exercises			
	Theme	Hours	Theme	Hours			

	The concept and content of medical / health law	1	Chambers in health care - public powers of chambers	2
	Organizational structure of the health system, public management in the public health system, administrative procedures in health care	4	Medical documentation	1
	Liability of healthcare workers and healthcare institutions - compensation for damages	1	Medical secret	2
	Patient rights and responsibilities	2	Appeal of conscience	1
	Legal framework, legal sources of law in health care	2	Forced civilian hospitalization	1
	House rules of inpatient health care institutions	1	Medical expert	2
	License to perform activities and continuous professional training of health workers	1	Patients' Rights Protection Associations	3
Format of instruction	☒ lectures ☐ seminars and workshops ☒ exercises ☐ <i>on line</i> in entirety ☐ partial e-learning ☐ field work ☐ independent assignments ☐ multimedia ☐ laboratory ☐ work with mentor ☐ (other)			
Student responsibilities	Attending lectures, independent research work, searching for literature, taking the final exam.			
Screening student work (<i>name the proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course</i>)	Class attendance	4	Research	Practical training
	Experimental work		Report	(Other)
	Essay		Seminar essay	(Other)
	Tests		Oral exam	1 (Other)
	Written exam		Project	(Other)
Grading and evaluating student work in class and at the final exam	The evaluation of the student's work is carried out by continuous monitoring of his research and work during regular consultations with subject teachers and the implementation and evaluation of the final oral exam.			
Required literature (available in the library and via other media)	Title		Number of copies in the library	Availability via other media
	ČIZMIĆ, J. – CVITKOVIĆ, M. – KLARIĆ, A., <i>Zdravstveno strukovno staleško pravo</i> , Pravni fakultet Sveučilišta u Splitu – University of Maribor – Hrvatska liječnička komora, University of Maribor Press 2017., str. 400., ISBN: 978-961-286-099-8. – selected topics			
	ČIZMIĆ, J., <i>Medicinsko pravo - pojam izvori i značaj</i> , Zbornik radova s međunarodnog simpozija "Medicinsko pravo u sustavu zdravstvene djelatnosti", Plitvice, 13. i 14. studenoga 2015., str. 1.-34.			

	Hrestomatija hrvatskoga medicinskog prava“, urednici: Ksenija Turković, Sunčana Roksandić Vidlička, Aleksandar Maršavelski, „Pravni fakultet Sveučilišta u Zagrebu“, Zagreb, 2016. – selected topics		
	Klarić, M.: Upravno – politički aspekti sustava zdravstvene zaštite, Pravni fakultet u Zagrebu, Zagreb, 2004.		
	ČIZMIĆ, J., <i>Aktualno stanje na području medicinskog prava</i> , rad u zborniku radova s međunarodnog kongresa “1. hrvatski kongres medicinskog prava s međunarodnim sudjelovanjem”, “Pravni fakultet Sveučilišta u Splitu”, Osijek, 2017., str. 89.-124.		
	ČIZMIĆ, J., <i>Kućni red stacionarnih zdravstvenih ustanova – prava i obveze pacijenata</i> , rad u zborniku radova s međunarodnog kongresa “1. Kongres KOKOZ-a i 3. hrvatski kongres medicinskog prava s međunarodnim sudjelovanjem”, “Pravni fakultet Sveučilišta u Splitu”, Rabac, 2019., str. 1-40.		
	ČIZMIĆ, J. – KAČER IVANČIĆ, B., <i>Odgovornost za greške doktora medicine – specijalizanta</i> , zbornik radova sa II. simpozija s međunarodnim sudjelovanjem „PRAVNI, ETIČKI I MEDICINSKI ASPEKTI SUVREMENOG VOĐENJA PORODA“, Šibenik, 11. i 13. svibnja 2017. Godine, str. 51.-67.		
Optional literature (at the time of submission of study programme proposal)	SELECTED TOPICS		
	• SNJEŽANA BODNARUK – JOZO ČIZMIĆ – BORIS HRABAČ – SENAD HUSEINAGIĆ, <i>Komentari zdravstvenih zakona, Knjiga 1., - Zakon o zdravstvenoj zaštiti, - Zakon o pravima, obavezama i odgovornostima pacijenata - Zakon o apotekarskoj djelatnosti</i>, „Privredna štampa“, Sarajevo, 2011. • BABIĆ, T. – ROKSANDIĆ, S., <i>Osnove zdravstvenog prava</i>, Zagreb, 2006. • RADIŠIĆ, J., <i>Medicinsko pravo</i>, Beograd, 2004. • Klarić, M.: Položaj i uloga liječničke profesije u javnoj zdravstvenoj službi, Zbornik radova s Međunarodnog kongresa „1. Hrvatski kongres medicinskog prava s međunarodnim sudjelovanjem“, Osijek, 2017., str. 353. – 379.; • Klarić, M.: Komore u zdravstvu s posebnim osvrtom na javne ovlasti u zdravstvu, Zbornik radova s Međunarodnog kongresa „1. Hrvatski kongres KOKOZ-a i 3. Hrvatski kongres medicinskog prava s međunarodnim sudjelovanjem“, Rabac, 2019.; str. 215. – 234. • Klarić, M.: Koncesionirana javna zdravstvena služba u primarnoj zdravstvenoj zaštiti, Zbornik radova s Međunarodnog kongresa „2. Hrvatski kongres KOKOZ-a i 4. Hrvatski kongres medicinskog prava s međunarodnim sudjelovanjem“, Rovinj, 2020., str. 49. – 66. • ČIZMIĆ, J., <i>Medicinsko pravo - pojam izvori i značaj</i>, Zbornik radova s međunarodnog simpozija “Medicinsko pravo u sustavu zdravstvene djelatnosti”, Plitvice, 13. i 14. studenoga 2015., str. 1.-34. • ROKSANDIĆ VIDLIČKA, S. – ZIBAR, L. – ČIZMIĆ, J. – GRĐAN, K., <i>Pravo Jehovinih svjedoka na ostvarivanje kirurške zdravstvene zaštite u Republici Hrvatskoj – prema vrijedećim zakonima (de lege lata)</i>, “Liječnički Vjesnik – Glasilo Hrvatskog liječničkog zbora”, god. 139, 2017., broj 3-4, str. 91.-98. • ČIZMIĆ, J., <i>Tko je vlasnik / posjednik medicinske dokumentacije?</i>, rad u zborniku radova s međunarodnog kongresa “2. Kongres KOKOZ-a i 4. hrvatski kongres medicinskog prava s međunarodnim sudjelovanjem”, “Pravni fakultet Sveučilišta u Splitu”, Rovinj, 2020., str. 1-32. • ČIZMIĆ, J. – PROSO, M., <i>Prava, obveze i odgovornosti pacijenata s posebnim osvrtom na prava, obveze i odgovornosti trudnica i roditelja</i>, Zbornik		

	radova sa simpozija s međunarodnim sudjelovanjem „Pravni, etički i medicinski aspekti suvremenog vođenja poroda“, Zagreb, 2016., str. 7.-26.
Quality assurance methods that ensure the acquisition of exit competences	- Monitoring attendance and other obligations of students (teacher) - Control of Teaching (Vice-Dean) - Analysis of students' success in all subjects of study (Vice-Dean) - Student survey on the quality of teachers and teaching for each course of study - Exam administered by the subject teacher validates all the learning outcomes of the course. The contents of the exam are periodically reviewed. This revision is the basis for determining the adequacy of the ways of checking learning outcomes (Vice-Dean)
Other (as the proposer wishes to add)	

NAME OF THE COURSE		MANAGEMENT OF SCIENTIFIC-RESEARCH EQUIPMENT IN BIOMEDICINE					
Code		Year of study	1 st				
Course teacher	Katarina Vukojević, PhD Snježana Mardešić, PhD	Credits (ECTS)	4				
Associate teachers	Suzana Konjevoda, PhD Natalija Filipović, PhD	Type of instruction (number of hours)	L	S	E	F	
			10	-	10	-	
Status of the course	Elective	Percentage of application of e-learning	30%				
COURSE DESCRIPTION							
Course objectives	The individual will integrate knowledge about the phases of management of scientific research equipment in biomedicine, which will enable the strengthening of the efficiency and sustainability of scientific research infrastructure in the health sector.						
Course enrolment requirements and entry competences required for the course	Prerequisites for enrollment are prescribed by the Statute of the Faculty of Economics, Business and Tourism and Regulations on studies and system of studies at the Faculty.						
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	Learning outcomes (LOs): 1. Define mission-based scientific research organizations. 2. Establish key categories of stakeholders: science, space, society. 3. Distinguish and define key indicators. 4. Design space access management. 5. Identify financial, technical and human resources. 6. Design a long-term space management cycle						
Course content broken down in detail by weekly class schedule (syllabus)	Lecture		Exercises				
	Topic	Hours	Topic	Hours			
	Introduction to the subject; Introduction to basic concepts related to scientific research infrastructure	2	Introduction to the mode of operation; Team work; Selection of key indicators and who collects data	2			
	Errors and error management in biomedical research	2	Committee for Scientific Work; User access, upgrade and staff working on equipment	2			
	Space access management. Life cycle of space	2	Cost impact studies	2			

	Human resources	2	Discussion of the budget; human resources and life cycle of capital equipment		2
	Scientific and technical efficiency	2	Business plan (decision making, development)		2
Format of instruction	☒ lectures ☐ seminars and workshops ☒ exercises ☐ <i>on line</i> in entirety ☒ partial e-learning ☐ field work		☒ independent assignments ☒ multimedia ☐ laboratory ☐ work with mentor ☐ (other)		
Student responsibilities	The student is obliged, individually or in a group, to develop a project eligible for funding from EU funds / community programs in the health sector.				
Screening student work (<i>name the proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course</i>)	Class attendance	0,5	Research		Practical training 1,5
	Experimental work		Report		(Other)
	Essay		Seminar essay		(Other)
	Tests		Oral exam		(Other)
	Written exam	2	Project		(Other)
Grading and evaluating student work in class and at the final exam	Conditions for signature: positively evaluated practical work. The condition for taking the exam is a signature. Score thresholds and appropriate grades for written tests (exam): 0-19 insufficient (1) 20-24 sufficient (2) 25-30 good (3) 31-35 very good (4) 36-40 excellent (5) Structure of the final grade: exam (50% of the final grade), active participation in classes (20% of the final grade) and positively graded practical (30% of the final grade).				
Required literature (available in the library and via other media)	Title			Number of copies in the library	Availability via other media
	Authorized lectures and teaching materials on the Moodle course pages				moodle
	Sustainable European research infrastructures - Publications Office of the EU				Internet, available on webpage https://op.europa.eu/en/publication-detail/-/publication/16ab984e-b543-11e7-837e-01aa75ed71a1/language-en
	Hans Peter Beck and Panagiotis Charitos Editors. The Economics of Big Science. Essays by Leading Scientists and Policymakers				Internet, available on webpage https://link.springer.com/content/pdf/10.1007/

			2F978-3-030-52391-6.pdf
Optional literature (at the time of submission of study programme proposal)	Book chapter: Errors and error management in biomedical research_manuscript version		
Quality assurance methods that ensure the acquisition of exit competences	- Monitoring attendance and other obligations of students (teacher) - Control of Teaching (Vice-Dean) - Analysis of students' success in all subjects of study (Vice-Dean) - Student survey on the quality of teachers and teaching for each course of study - Exam administered by the subject teacher validates all the learning outcomes of the course. The contents of the exam are periodically reviewed. This revision is the basis for determining the adequacy of the ways of checking learning outcomes (Vice-Dean)		
Other (as the proposer wishes to add)			

NAME OF THE COURSE		MANAGERIAL ACCOUNTING IN HEALTHCARE ORGANIZATIONS					
Code	-	Year of study		1 st			
Course teacher	Ivana Dropulić, PhD Marko Čular, PhD	Credits (ECTS)		4			
Associate teachers	-	Type of instruction (number of hours)	L	S	E	F	
			10	-	10	-	
Status of the course	Elective	Percentage of application of e-learning		10%			
COURSE DESCRIPTION							
Course objectives	The main objective of the course is to critically evaluate and recommend models, methods and techniques of managerial accounting according to strategy and set goals.						
Course enrolment requirements and entry competences required for the course	Prerequisites for enrollment are prescribed by the Statute of the Faculty of Economics, Business and Tourism and Regulations on studies and system of studies at the Faculty.						
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	Learning outcomes (LOs): 1. Evaluate business performance based on key financial performance indicators. 2. Rank the business of organizations by applying innovative performance measurement and integrated performance management. 3. Recommend a business decision based on relevant information. 4. Valorize the impact of corporate social responsibility on the healthcare organization.						
Course content broken down in detail by weekly class schedule (syllabus)	Lectures			Exercises			
	Topic		Hours	Topic		Hours	

	The concept and role of Managerial Accounting. Differences between Managerial and Financial Accounting. Strategic Decisions and the Managerial Accountant.		1	Practical exercise: Analysis of the differences between Managerial and Financial Accounting.		1
	Business performance analysis. Financial statement analysis. Key financial performance indicators.		3	Practical exercise: Business performance analysis.		3
	Integrated Performance Management. Balanced Scorecard (BSC).		2	Practical exercise: Measuring and developing performance in the BSC model.		2
	Decision making and relevant information.		3	Practical exercise: Example of business decisions.		3
	Corporate Social Responsibility (CSR) and Corporate Social Responsibility Report.		1	Practical exercise: Application of CSR in healthcare organizations.		1
Format of instruction	☒ lectures ☐ seminars and workshops ☒ exercises ☐ <i>on line</i> in entirety ☐ partial e-learning ☐ field work			☐ independent assignments ☐ multimedia ☐ laboratory ☐ work with mentor ☒ visiting experts from practice		
Student responsibilities	-					
Screening student work (<i>name the proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course</i>)	Class attendance	1	Research		Practical training	
	Experimental work		Report		(Other)	
	Essay		Seminar essay		(Other)	
	Tests		Oral exam		(Other)	
	Written exam		Project	3	(Other)	
Grading and evaluating student work in class and at the final exam	The final exam is a project. Project is grading through two parts: 1) evaluation of the submitted project and 2) evaluation of the oral defense of the submitted project.					
Required literature (available in the library and via other media)	Title				Number of copies in the library	Availability via other media
	Dropulić, I., Letica, M., Dragija Kostić, M. (2019) Managerial accounting in theory and practice, Split: Faculty of Economics, Business and Tourism, University of Split.				10	
	Belak, V. (2014) Business performance analysis: 130 key performance indicators and controlling benchmarks: [EV/EBITDA], RRIplus, Zagreb.				2	
Optional literature (at the time of submission of study)	Books: Bhimani, A., Horngren, C. T., Datar, S. M., Foster, G. (2018): Managerial Accounting and Cost Accounting. MATE d. o. o., Zagreb.					

Course objectives	To enable students for the understanding of complex legal principles in the field of medicine, especially in the areas of commercial law, law of obligations and employment law					
Course enrolment requirements and entry competences required for the course	Prerequisites for enrollment are prescribed by the Statute of the Faculty of Economics, Business and Tourism and Regulations on studies and system of studies at the Faculty.					
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	Learning outcomes (LOs): 1. Make a distinction between civil, commercial and labor contracts on the basis of their key features. 2. Use complex legal concepts when making internal and external managerial decisions. 3. assess the legal risks of individual decisions, especially with regard to the criteria and type of liability for damages. 4. rule the basic institutes of labor law (employment, protection of employee rights, termination of employment, protection of dignity from employment).					
Course content broken down in detail by weekly class schedule (syllabus)	Lectures			Exercises		
	Topic	Hours		Topic	Hours	
	Fundamentals of the law of obligations in health care	4		Negoatiations and contract formation	4	
	Healthcare contracts	2		Claim for damages	2	
	Liability for damages	2		Managerial contracts	2	
	Establishment of employment, protection of employment rights, termination of employment, protection of dignity from employment	2		Termination of employment contracts in the health care sector	2	
Format of instruction	☒ lectures ☐ seminars and workshops ☒ exercises ☐ <i>on line</i> in entirety ☐ partial e-learning ☐ field work			☐ independent assignments ☐ multimedia ☐ laboratory ☐ work with mentor ☐ (other)		
Student responsibilities	Participation in the lectures and exercies of the course, literature research, exams (or tests during the semester)					
Screening student work (<i>name the proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course</i>)	Class attendance	2	Research		Practical training	
	Experimental work		Report		(Other)	
	Essay		Seminar essay		(Other)	
	Tests		Oral exam	2	(Other)	
	Written exam		Project		(Other)	
Grading and evaluating student work in class and at the final exam	Tests and final exam.					
Required literature (available in the	Title			Number of copies in the library	Availability via other media	

library and via other media)	M. Vedriš, P. Klarić: Građansko pravo, XI. izmijenjeno i dopunjeno izdanje, Narodne novine, 2008.		
	Čizmić, J.,; Kačer, B.: ODGOVORNOST ZA GREŠKE DOKTORA MEDICINE - SPECIJALIZANTA // II. simpozij s međunarodnim sudjelovanjem "Pravni, etički i medicinski aspekti suvremenog vođenja poroda"		
	Blagaić, Vladimir ; Čizmić, Jozo (ur.). Šibenik: Klinika za ginekologiju i porodništvo Medicinskog fakulteta Sveučilišta u Zagrebu Kliničke bolnice Sveti Duh, 2017. str. 51-67		
	Potočnjak, Ž., (ur.), Radni odnosi u Republici Hrvatskoj, Zagreb: Pravni fakultet, 2007.		
Optional literature (at the time of submission of study programme proposal)			
Quality assurance methods that ensure the acquisition of exit competences	- Monitoring attendance and other obligations of students (teacher) - Control of Teaching (Vice-Dean) - Analysis of students' success in all subjects of study (Vice-Dean) - Student survey on the quality of teachers and teaching for each course of study - Exam administered by the subject teacher validates all the learning outcomes of the course. The contents of the exam are periodically reviewed. This revision is the basis for determining the adequacy of the ways of checking learning outcomes (Vice-Dean)		
Other (as the proposer wishes to add)			

NAME OF THE COURSE		PUBLIC RELATIONS AND CRISIS COMMUNICATION IN HEALTHCARE ORGANIZATIONS					
Code		Year of study	1 st				
Course teacher	Zoran Tomić, PhD	Credits (ECTS)	4				
Associate teachers	Smiljana Leinhert Novosel, PhD, professor emeritus	Type of instruction (number of hours)	L	S	E	F	
			10	-	10	-	
Status of the course	Elective	Percentage of application of e-learning	35%				
COURSE DESCRIPTION							
Course objectives	The course objectives are to:						
	• present students with models of academic study of public relations that provides them with an optimal understanding of the profession, • introduce students to the development of public relations in the world and in the region, provide them with the key definitions of public relations, as well as enable them to understand public relations in the context of similarities and differences with related disciplines (marketing, advertising, propaganda, journalism, etc.), • point out the numerous areas of application of public relations as well as the specifics of public relations in individual sectors,						

	• analyze the basics of management and planning of modern public relations, • introduce students to a number of public relations techniques and tools, • introduce students to the theoretical foundations of crisis management from the point of view of public relations and to the necessary management skills and experience in crisis and incident management, • introduce students to the use of crisis management skills and day-to-day communication in crisis situations.																								
Course enrolment requirements and entry competences required for the course	Prerequisites for enrollment are prescribed by the statute of the Faculty of Economics, Business and Tourism and Regulations on studies and system of studies at the Faculty																								
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	Learning outcomes (LOs): 1. Define key theoretical concepts necessary for understanding the profession. 2. Develop a critical perception of the place and role of public relations both in science (information and communication technology field) and in practice, with a special emphasis on the relationship and correlation with related disciplines. 3. Define the basic models of public relations and explain the functions of public relations. 4. Analyze the practical application of the learned concepts. 5. Evaluate the concept of application of planned activities of the PR in the interest of the organization and the public. 6. Use the acquired skills in making ethical strategic decisions in crisis and incident. 7. Define the roles of PR in the overall business environment. 8. Develop a critical perception of the complexity and strength of the media and the role of public relations in a crisis. 9. Use the communication skills of the PR and evaluate the effects of these processes on the public, crisis and problems management. 10. Apply the methodology of crisis plan development in communication with the target public.																								
Course content broken down in detail by weekly class schedule (syllabus)	<table><tr><th colspan="2">Lectures</th><th colspan="2">Exercises</th></tr><tr><th>Topic</th><th>Hours</th><th>Topic</th><th>Hours</th></tr><tr><td>Defining public relations; Public relations functions; The place of public relations in organizations and companies (corporations); Public relations and related disciplines; The public, public opinion and persuasion; Public affairs and lobbying.</td><td>2</td><td>Development of a crisis communication plan, definition and development of a crisis communication team - Case study.</td><td>2</td></tr><tr><td>Models of Public Relations; Management and Planning in Public Relations.</td><td>2</td><td>Media relations in a crisis - A case study.</td><td>2</td></tr><tr><td>Defining and understanding crisis communication; Impacts of crisis on business.</td><td>2</td><td>Spokespersonship, crisis response and filling the information gap.</td><td>2</td></tr><tr><td>Public relations and crisis communication in healthcare; Features of the crisis.</td><td>2</td><td>Tools in public relations crisis.</td><td>2</td></tr></table>	Lectures		Exercises		Topic	Hours	Topic	Hours	Defining public relations; Public relations functions; The place of public relations in organizations and companies (corporations); Public relations and related disciplines; The public, public opinion and persuasion; Public affairs and lobbying.	2	Development of a crisis communication plan, definition and development of a crisis communication team - Case study.	2	Models of Public Relations; Management and Planning in Public Relations.	2	Media relations in a crisis - A case study.	2	Defining and understanding crisis communication; Impacts of crisis on business.	2	Spokespersonship, crisis response and filling the information gap.	2	Public relations and crisis communication in healthcare; Features of the crisis.	2	Tools in public relations crisis.	2
Lectures		Exercises																							
Topic	Hours	Topic	Hours																						
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Defining and understanding crisis communication; Impacts of crisis on business.	2	Spokespersonship, crisis response and filling the information gap.	2																						
Public relations and crisis communication in healthcare; Features of the crisis.	2	Tools in public relations crisis.	2																						

	Three phases of the crisis; Crisis management and crisis communication.	2	Analysis of crisis communication in practice in Croatia - a critical review.	2		
Format of instruction	☒ lectures ☒ seminars and workshops ☒ exercises ☐ on line in entirety ☐ partial e-learning ☐ field work	☐ independent assignments ☐ multimedia ☐ laboratory ☐ work with mentor ☐ (other)				
Student responsibilities						
Screening student work (name the proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course)	Class attendance		Research		Practical training	
	Experimental work		Report		Computer-based test	
	Essay		Seminar essay	1	Test	
	Tests	1	Oral exam	2	(Other)	
	Written exam		Project		(Other)	
Grading and evaluating student work in class and at the final exam	During the semester, the students take two mid-term tests. The final grade includes the results of the mid-term tests, activities during classes and the grade at the oral exam.					
Required literature (available in the library and via other media)	Naslov		Broj primjeraka u knjižnici	Dostupnost putem ostalih medija		
	Tomić, Zoran: <i>Odnosi s javnošću-teorija i praksa</i> , Synopsis, Zagreb-Sarajevo, 2016.					
	Jugo, Damir: <i>Menadžment kriznog komuniciranja</i> , Školska knjiga, Zagreb 2017.					
Optional literature (at the time of submission of study programme proposal)	Cutlip, S., Center, A., Broom G. 2003. <i>Odnosi s javnošću (Effective Public Relations)</i> . Mate, Zagreb.					
	Tench R., Yeomans, L. (Ed.). 2009. <i>Otkrivanje odnosa s javnošću (Exploring Public Relations)</i> . HUOJ, Zagreb.					
	Wilcox, D., Cameron, G. 2009. <i>Public Relations: Strategies and Tactics</i> , Pearson, Boston.					
	Heath, R., Coombs, T. 2006. <i>Today's Public Relations – An Introduction</i> . Sage Pub., Thousand Oaks.					
	Theaker, A. 2002. <i>The Public Relations Handbook</i> . Routledge, London and New York.					
Quality assurance methods that ensure the acquisition of exit competences	- Monitoring attendance and other obligations of students (teacher) - Control of Teaching (Vice-Dean) - Analysis of students' success in all subjects of study (Vice-Dean) - Student survey on the quality of teachers and teaching for each course of study - Exam administered by the subject teacher validates all the learning outcomes of the course. The contents of the exam are periodically reviewed. This revision is the basis for determining the adequacy of the ways of checking learning outcomes (Vice-Dean)					
Other (as the proposer wishes to add)						

NAZIV PREDMETA		QUALITY MANAGEMENT IN HEALTHCARE ORGANIZATIONS					
Code		Year of study		1 st			
Course teacher	Davor Štimac, PhD, MD	Credits (ECTS)		5			
Associate teachers		Type of instruction (number of hours)		L	S	E	F
				12	-	12	-
Status of the course	Mandatory	Percentage of application of e-learning		35%			
COURSE DESCRIPTION							
Course objectives	The course objective is to introduce students to management methods by introducing quality control and improvement in the healthcare system. The course should provide students with knowledge that is a prerequisite that the implementation of quality control systems in the healthcare system is based on a rational, practical approach, which will improve the quality of the health system as a whole starting from the basic units in the system.						
Course enrolment requirements and entry competences required for the course	Prerequisites for enrollment are prescribed by the statute of the Faculty of Economics, Business and Tourism and Regulations on studies and system of studies at the Faculty.						
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	Learning outcomes (LOs): 1. Apply quality standards in inpatient and outpatient health care. 2. Define procedures for the introduction of quality assessment criteria in inpatient and outpatient care. 3. Recognize the importance of patient safety assessment. 4. Apply the basics of mastering the course content in theoretical and practical terms.						
Course content broken down in detail by weekly class schedule (syllabus)	Lectures		Exercises				
	Topic	Hours	Topic		Hours		
	Quality system in the Croatian health system	3	Quality control in internal medicine		4		
	Health care quality indicators and their monitoring	2	Quality control in surgery		2		
	Quality control in public health	3	Quality control in radiology		1		
	TQM – Total quality management	2	Quality control in anaesthesiology and resuscitation		1		
	Quality improvement methods	2	Quality control in a biochemical laboratory		1		
			Quality control in transfusiology		1		
			Quality control in mother and child care		2		
Format of instruction	☒ lectures ☐ seminars and workshops ☒ exercises ☐ on line in entirety ☐ partial e-learning ☐ field work		☐ independent assignments ☐ multimedia ☐ laboratory ☐ work with mentor ☐ (other)				
Student responsibilities							
Screening student work (name the	Class attendance	0.6	Research		Practical training		

proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course)	Experimental work		Report		Computer-based test	
	Essay	0.4	Seminar essay		Test	
	Tests	1.5	Oral exam		(other)	
	Written exam	2.5	Project		(other)	
Grading and evaluating student work in class and at the final exam	Lecture and seminar attendance, activity and participation in classes, the quality of seminar papers (i.e., essays with references), the mid-term tests results, the results of the preliminary tests as well as a written exam are evaluated.					
Required literature (available in the library and via other media)	Title				Number of copies in the library	Availability via other media
	<i>Electronic Signature Act</i> , the Official Gazette of the Republic of Croatia 10/2002.					
	<i>Act on Medicinal Products and Medical Devices</i> , the Official Gazette of the Republic of Croatia 121/2003.					
	<i>Health Care Act</i> , the Official Gazette of the Republic of Croatia 121/2003.					
	Reuben, E. 2003. <i>Vrsnoća medicinske skrbi (Quality of care)</i> . Medicinska naklada. Zagreb.					
	Carey, Raymond G., Lloyd, Robert C. 2001. <i>Measuring Quality Improvement in Healthcare</i> . American Society for Quality, Milwaukee, Wisconsin					
	Koehler, Jerry W., Pankowski, Joseph M. 1996. <i>Quality Government</i> . St. Lucie Press. Delray Beach, Florida					
	Pronovost, Denis. 2000. <i>Internal Quality Auditing</i> . American Society for Quality, Milwaukee, Wisconsin					
Optional literature (at the time of submission of study programme proposal)	Recommended Standards for the Routine Performance Testing of Diagnostic X-Ray Imaging Systems, IPEM Report No.77, The Institute of Physics and Engineering in Medicine, London, 1998					
	IAEA-TECDOC-1423 Optimisation of the Radiological Protection of patients undergoing radiography, fluoroscopy and computed tomography, 2004					
	Vuk T. et al. Manual: <i>Upravljanje kvalitetom u transfuzijskoj djelatnosti (Quality management in transfusiology)</i> . HZTM, Zagreb, 2002.					
	European Directorate for the Quality of Medicines and Healthcare (EDQM). <i>Guide to the preparation, use and quality assurance of blood components</i> 95 (15), 17 th edition, 2013, www.edqm.eu					
Quality assurance methods that ensure the acquisition of exit competences	- Monitoring attendance and other obligations of students (teacher) - Control of Teaching (Vice-Dean) - Analysis of students' success in all subjects of study (Vice-Dean) - Student survey on the quality of teachers and teaching for each course of study - Exam administered by the subject teacher validates all the learning outcomes of the course. The contents of the exam are periodically reviewed. This revision is the basis for determining the adequacy of the ways of checking learning outcomes (Vice-Dean)					
Other (as the proposer wishes to add)						

NAME OF THE COURSE		STRATEGIC AND MARKET MANAGEMENT IN HEALTHCARE ORGANIZATIONS					
Code		Year of study	1 st				
Course teacher	Nikša Alfirević PhD Ljiljana Najev Čačija, PhD	Credits (ECTS)	5				
Associate teachers		Type of instruction (number of hours)	L	S	E	F	
			12	-	12	-	
Status of the course	Mandatory	Percentage of application of e-learning	20%				
COURSE DESCRIPTION							
Course objectives	Objectives of the course include the development of competences for understanding of industry and market structures in health and related industries, including the assessment of competition, customer/user needs and regulatory requirements, as well as formulation, implementation and control of strategic decisions in healthcare organizations.						
Course enrolment requirements and entry competences required for the course	Prerequisites for enrollment are prescribed by the Statute of the Faculty of Economics, Business and Tourism and Regulations on studies and system of studies at the Faculty.						
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	Learning outcomes (LOs): 1. Explore and classify the key stakeholders and environmental factors in a healthcare organization environment. 2. Design and formulate the strategic marketing plan of a healthcare organization. 3. Design the principles and the implementation system for the strategic marketing plan of a healthcare organization. 4. Suggest the approach and the principles of evaluating the performance of strategic management and marketing in a healthcare organization. 5. Manage the relationships with customers/users of a healthcare organization.						
Course content broken down in detail by weekly class schedule (syllabus)	Lectures		Exercises				
	Topic	Hours	Topic	Hours			
	Introduction to strategic management and marketing. Definition of strategy. The role of marketing in strategy.	2	Brainstorming and generating project ideas for a strategic marketing plan. Identification and description of a selected organization.	2			
	Health organization environment. Analysis of external and internal environment. PEST and SWOT analyses. Customer/user segmentation.	2	Identification and evaluation of key environmental factors for the formulation of the strategic marketing plan.	2			
	Analysis of competition. Business & Competitive Intelligence. Definition of an industry. Five Porter forces model.	2	Using the Porter five forces model in the formulation of the strategic marketing plan.	2			

	Delivering value for customers/users and target groups (targeting). Consumer decision-making model. Porter generic strategies and positioning of a health organization.	2	Identification of consumer behavior patterns, application of the AIDA model to the formulation of marketing activities. Selection and evidence for the selection of a generic marketing strategy.	2		
	Implementation of a health organization strategy in the marketing framework. Marketing mix. Evaluation of marketing strategy and metrics.	2	Positioning of a health organization by designing and co-ordinating the marketing mix elements for a selected organization.	2		
	Relationship marketing and Customer Relationship Management). Satisfaction and loyalty.	2	Defining the metrics for satisfaction and loyalty of customers. Selection of tools for relationship marketing, compatible with a selected organization and its resources.	2		
Format of instruction	☒ lectures ☒ seminars and workshops ☒ exercises ☐ <i>on line</i> in entirety ☐ partial e-learning ☐ field work		☒ independent assignments ☐ multimedia ☐ laboratory ☐ work with mentor ☐ (other)			
Student responsibilities						
Screening student work (<i>name the proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course</i>)	Class attendance		Research		Practical training	
	Experimental work		Report		(Other)	
	Essay		Seminar essay		(Other)	
	Tests		Oral exam	2*	(Other)	
	Written exam	2*	Project	3	(Other)	
Grading and evaluating student work in class and at the final exam	Students are required to create and write a comprehensive individual project – strategic marketing plan for a selected health (or related) organization of their choice. Students' theoretical knowledge is evaluated either by a written, or an oral exam (as preferred by students). * As elected by students.					
Required literature (available in the library and via other media)	Title			Number of copies in the library	Availability via other media	
	Aaker, D. A. et al: Strategic Market Management, Wiley (any edition)					
	Pavičić, J., Gnjiđić, V., Drašković, N.: Osnove strateškog menadžmenta, Školska knjiga, Zagreb, 2014					
	Alfirević, N., Pavičić, J., Najev Čačija, Lj., Mihanović, Z., Matković, J.: Osnove marketinga i menadžmenta neprofitnih organizacija, Školska knjiga, Zagreb, 2013					

Optional literature (at the time of submission of study programme proposal)			
Quality assurance methods that ensure the acquisition of exit competences	- Monitoring attendance and other obligations of students (teacher) - Control of Teaching (Vice-Dean) - Analysis of students' success in all subjects of study (Vice-Dean) - Student survey on the quality of teachers and teaching for each course of study - Exam administered by the subject teacher validates all the learning outcomes of the course. The contents of the exam are periodically reviewed. This revision is the basis for determining the adequacy of the ways of checking learning outcomes (Vice-Dean)		
Other (as the proposer wishes to add)			

3. STUDY PERFORMANCE CONDITIONS

3.1. Places of the study performance

Buildings of the constituent part (name existing, under construction and planned buildings)	
Identification of building	Faculty of Economics, Business and Tourism
Location of building	Split, Cvite Fiskovića 5
Year of completion	2002 (2005 upgrade)
Total square area in m ²	11,000

3.2. List of teachers and associate teachers

COURSE	TEACHERS AND ASSOCIATE TEACHERS
MANDATORY COURSES	
Accounting in healthcare organizations	Branka Ramljak, PhD Ivana Mamić Sačer, PhD
Business management in healthcare organizations	Željko Mateljak, PhD Ivica Pervan, PhD
Economics in healthcare	Lana Kordić, PhD Željko Mrnjavac, PhD
Law in healthcare	Jozo Čizmić, PhD Ratko Brnabić, PhD Marina Carić, PhD Blanka Kačer, PhD
Strategic and market management in healthcare organizations	Nikša Alfirević, PhD Ljiljana Majev Čačija, PhD
Quality management in healthcare organizations	Davor Štimac, MD, PhD
ELECTIVE COURSES	
Branding in healthcare organizations	Neven Šerić, PhD

COURSE	TEACHERS AND ASSOCIATE TEACHERS
Business leadership and team management in healthcare organizations	Ivana Bulog, PhD Ivona Vrdoljak Raguž, PhD
Business making decision in healthcare organizations	Branka Marasović, PhD Blanka Škrabić Perić, PhD
Change management in healthcare organizations	Velimir Srića, PhD Davor Perkov, PhD
Cost-benefit analysis of major healthcare infrastructure investments following the eu methodology	Lana Kordić, PhD Blanka Šimundić, PhD
Crisis management in healthcare organizations	Ivana Bilić, PhD Marina Lovrinčević, PhD
Ethics in healthcare organizations	Marija Definis, MD, PhD Ana Marušić, MD, PhD
EU funds and european project management in healthcare	Vinko Muštra, PhD Blanka Šimundić, PhD Katarina Vukojević, PhD
Financial management in healthcare organizations	Ljiljana Vidučić, PhD Sandra Pepur, PhD Mira Krneta, PhD
Health technology assessment	Ana Marušić, MD, PhD Ljubo Znaor, MD, PhD
Human resource management in healthcare organizations	Srećko Goić, PhD Ivana Tadić, PhD
Information systems in healthcare organizations	Mario Jadrić, PhD Maja Čukušić, PhD
Internal control and audit in healthcare organizations	Marko Čular, PhD Ivana Dropulić, PhD
Management of scientific – research equipment in biomedicine	Katarina Vukojević, MD, PhD Snježana Mardešić, MD, PhD Suzana Konjevoda, MD, PhD Natalija Filipović, MD, PhD
Managerial accounting in healthcare organizations	Marko Čular, PhD Ivana Dropulić, PhD
Mandatory law in healthcare	Ratko Brnabić, PhD Šime Jozipović, PhD Blanka Kačer, PhD
Public relations and crisis communication in healthcare organizations	Zoran Tomić, PhD Smiljana Leinhert Novosel, PhD, professor emeritus

3.3. Curriculum vitae of the course teacher

First and last name and title of teacher	Nikša Alfirević, PhD
The course he/she teaches in the proposed study programme	STRATEGIC AND MARKET MANAGAMENT IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Ruđera Boškovića 5, Split
Telephone number	+385 98 85 22 69
E-mail address	nalf@efst.hr
Personal web page	
Year of birth	1972
Scientist ID	232134
Research or art rank, and date of last rank appointment	

Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Tenured full professor, 30.06.2016.
Area and field of election into research or art rank	Tenured full professor in social science, field of economics – organization and management
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	University of Split, Faculty of Economics, Business and Tourism
Date of employment	1.10.1996.
Name of position (professor, researcher, associate teacher, etc.)	Full professor
Field of research	Management and business organization, IT management
Function	Tenured full professor
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD (economics and business), dr. rer. soc. oec. (sociology)
Institution	University of Split, Faculty of Economics, Business and Tourism; Alpen Adria University of Klagenfurt
Place	Split – Croatia; Klagenfurt – Austria
Date	2003; 2009
INFORMATION ON ADDITIONAL TRAINING	
Year	2011-2013
Place	Klagenfurt
Institution	Alpen Adria University of Klagenfurt
Field of training	Erasmus mobility – planning, implementing and evaluating curricula and programs in international master programs (in English language)
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English – 5
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	German– 3
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	Teaches Management at the professional and university bachelor programs, as well as E-business at the bachelor and Change management and Business intelligence at the master university programs of the Faculty of Economics, Business and Tourism Split
Authorship of university/faculty textbooks in the field of the course	- Klepić, Zdenko; Alfirević, Nikša; Rahimić, Zijada (Eds.): Menadžment (Management): Ekonomski fakultet Split – Sveučilište u Mostaru – Ekonomski fakultet Sarajevo, Split – Mostar – Sarajevo, 2020 (approved as a textbook at the University of Split) - Pavičić, Jurica; Alfirević, Nikša; Aleksić, Ljiljana. Marketing i menadžment u kulturi i umjetnosti (Marketing and management in culture and arts). Zagreb: Masmedia, 2006 (approved as a textbook at the University of Split)

	- Alfirević, Nikša; Pavičić, Jurica; Najev Čačija, Ljiljana; Mihanović, Zoran; Matković, Jelena. Osnove marketinga i menadžmenta neprofitnih organizacija (Fundamentals of marketing and management of nonprofit organizations). Zagreb : Školska knjiga, Institut za inovacije, 2013 (approved as a textbook at the University of Split) - Upravljanje organizacijskim promjenama i znanjem (Managing organizational change and knowledge). Alfirević, Nikša; Garbin Praničević, Daniela; Talaja, Anita (ur.). Split : Ekonomski fakultet Split, 2014 (approved as a textbook at the University of Split)
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	Talaja, Anita; Miočević, Dario; Alfirević, Nikša; Pavičić, Jurica. Market orientation, competitive advantage and business performance: Exploring the indirect effects. Društvena istraživanja 26.4 (2017): 583-604.
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	- Alfirević, Nikša, Jurica Pavičić, Ljiljana Najev Čačija. "Inicijalna empirijska verifikacija modela interne marketinške orijentacije za vrednovanje i unapređenje rada školskih odbora u Republici Hrvatskoj." Ekonomski pregled 69.5 (2018): 475-511. - Alfirević, Nikša, Dijana Vican, Jurica Pavičić, Saša Petković. "Entrepreneurial orientation of school principals and principalship in Croatia and Bosnia & Herzegovina: Psychological, educational and social perspectives." Revija za socijalnu politiku 25.1 (2018): 85-98. - Alfirevic, Niksa, Dijana Vican, and Jurica Pavičić. "What Drives the Perception of School Principals as Professional Managers in Small European Countries? The Case of Croatia." Croatian Journal of Education: Hrvatski časopis za odgoj i obrazovanje 20.4 (2018): 1299-1325. - Žiljak, Tihomir; Alfirević, Nikša; Pavičić, Jurica; Vučić, Mario. "The promotion of vocational and adult learning in Croatia: Results of a policy initiative and generic implications for policy and education practice in South-East Europe." Andragoške studije 1 (2018): 79-103.
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	2009. Mijo Mirković award of Faculty of Economics and Business Zagreb for a journal paper. 2009., 2019., 2020. annual award of Faculty of Economics, Business and Tourism Split for scientific work.
Results of student evaluation taken in the last five years for the course	

that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	
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First and last name and title of teacher	Ivana Bilić, PhD
The course he/she teaches in the proposed study programme	CRISIS MANAGEMENT IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Primoštenska 8, 21000 Split
Telephone number	tel. +385 21 430 785 mob. +385 98 428 425
E-mail address	ibilic@efst.hr
Personal web page	http://linkd.in/10P9i2s https://www.efst.hr/content.php?k=fakultet&p=69&osoba=ibilic
Year of birth	1974.
Scientist ID	293643
Research or art rank, and date of last rank appointment	Senior research fellow, 20.04.2018.
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Associate professor, 15.05.2018.
Area and field of election into research or art rank	Social sciences, Economics
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	University of Split, Faculty of Economics, Business, and Tourism
Date of employment	01.11.2007.
Name of position (professor, researcher, associate teacher, etc.)	Associate professor
Field of research	Management
Function	Associate professor at the management department
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD
Institution	University of Split, Faculty of Economics, Business, and Tourism
Place	Split
Date	29.11.2011.
INFORMATION ON ADDITIONAL TRAINING	
Year	2018
Place	Rovinj
Institution	Dani komunikacija
Field of training	Public Relations, Digital Communication
Year	2017
Place	Zagreb
Institution	Aspiria
Field of training	Mindfulness
Year	2015/2016
Place	Zagreb, Hrvatska
Institution	Aspiria
Field of training	Integral School of Organization Development
Year	2010/2011

Place	New York; SAD
Institution	Reputation Institute
Field of training	Reputation Management
Year	2008/2009.
Place	Long Beach, California, SAD
Institution	California State University, Long Beach, CBA
Field of training	Communication/Public Relations
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English, 5
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	Italian, Slovenian, Macedonian 3
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	• Crisis management (university graduate level course), Crisis management, Crisis management (professional graduate level course), Crisis Management – ERASMUS+ (university graduate level course), • Business Communications (university undergraduate level), Business Communications (professional undergraduate level) • Business Communications (FGAG – university undergraduate level), • Communication Skills (TRIBE – PhD study), • International Management (EFST – post graduate level).
Authorship of university/faculty textbooks in the field of the course	
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Rizzo G. et al. (2020) Emergency Networks for Post-Disaster Scenarios. In: Rak J., Hutchison D. (eds) Guide to Disaster-Resilient Communication Networks. Computer Communications and Networks. Springer, Cham. https://doi.org/10.1007/978-3-030-44685-7_11 2. Ivana, Bilić, Vrkić, Franka, Crisis Communication and Crisis Management during the Crisis, case study of Croatia // Tools and Techniques for Economic Decision Analysis / Stanković, Jelena et al. (ur.). IGI: IGI Global, 2017. str. 208-224 3. Bilić, Ivana; Pivčević, Smiljana; Čevra, Ana, Crisis Management in Hotel Business – Insights from Croatia // Communication Management Review, 02 (2017), 02; 100-118. doi:10.22522/cmr20170225 4. Gusev, Marjan; Ristov, Sasko; Prodan, Radu; Dzanko, Matija; Bilic, Ivana, Resilient IoT eHealth solutions in case of disasters // Proceedings of the 9th International Workshop on Reliable Networks Design and Modelling (RNDM 2017), Alghero, Italy, 2017
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course	• 2015 - CA 15127 - COST Action Resilient communication services protecting end-user applications from disaster-

carried out in the last five years (5 at most)	based failures (RECODIS)
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	Training provided by the Faculty of Economics, Business, and Tourism.
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	2019 – Faculty of Economics, Business, and Tourism – Award – establishing Service Learning Centre 2018 - Faculty of Economics, Business, and Tourism – Acknowledgment – for establishing Public Relations, Social Media and promotion of Entrepreneurship 2012 - US Embassy Zagreb – Acknowledgment – Organization of the US Alumni conference, Economic Transition Forum 2012 - US Department of State – Acknowledgment for Project – Entrepreneurship for VIPs 2012 - US Department of State – Acknowledgment for Project - Ensuring Equal Access through Service Learning for Persons with Disabilities; 2009 - US Department of State - Acknowledgment for Junior Faculty Development Program
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	
First and last name and title of teacher	Ratko Brnabić, PhD
The course he/she teaches in the proposed study programme	LAW IN HEALTHCARE, MANDATORY LAW IN HEALTHCARE
GENERAL INFORMATION ON COURSE TEACHER	
Address	Njivice 1, 21223 Okrug Gornji
Telephone number	+385 21 393 543
E-mail address	rbrnabic@pravst.hr
Personal web page	n/a
Year of birth	30.08.1975
Scientist ID	266520
Research or art rank, and date of last rank appointment	Senior scientific associate 18.11..2019
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Associate professor
Area and field of election into research or art rank	social sciences, the field of law
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	Faculty of Law in Split
Date of employment	30.04.2000.
Name of position (professor, researcher, associate teacher, etc.)	Associate professor
Field of research	Commercial Law, Company Law
Function	Head of the department

INFORMATION ON EDUCATION – Highest degree earned	
Degree	Doctor of legal science
Institution	Faculty of Law in Zagreb
Place	Zagreb
Date	12.03.2010.
INFORMATION ON ADDITIONAL TRAINING	
Year	
Place	
Institution	
Field of training	
Year	
Place	
Institution	
Field of training	
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	english 5
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	french 3
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	german 2
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	Head of the Department of Commercial Law and Company Law at the Faculty of Law in Split, courses Commercial Law, Company Law at the Integrated Graduate Study of Law
Authorship of university/faculty textbooks in the field of the course	
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1.Brnabić, Ratko, ODGOVORNOST UPRAVE ZA RIZIČNE POSLOVNE ODLUKE U RAZDOBLJU PANDEMIJE // Aktualne teme iz računovodstva, revizije i poreza u praksi / Vuko, Tina (ur.). Split: UDRUGA RAČUNOVOĐA I FINANCIJSKIH DJELATNIKA SPLIT, 2020. str. 57-71 2. Brnabić, Ratko; Kuzmanić, Zvonimir PERSONAL REQUIREMENTS FOR SUPERVISORY BOARD MEMBERS AND CONFLICT OF INTERESTS // Economic and Social Development, International Scientific Conference on Economic and Social Development: The Legal Challenges of Modern World, 4 (2018), 31; 376-384 3.Brnabić, Ratko, OGRANIČENJE OVLAŠTI UPRAVE ZA ZASTUPANJE DRUŠTVA S OGRANIČENOM ODGOVORNOSTI // Časopis "Pravo u gospodarstvu" Časopis za gospodarsko-pravnu teoriju i praksu, 57 (2019), 3; 337-355 4.Brnabić, Ratko, ODGOVORNOST UPRAVE ZA KORPORATIVNU USKLAĐENOST S POSEBNIM OSVRTOM NA ZAŠTITU OKOLIŠA I PRIRODE // Suvremeni izazovi pomorske plovidbe 2018 Zbornik radova 2. Međunarodna znanstvena konferencija Pomorskog prava / Amižić-Jelovčić, Petra (ur.).Split: Pravni fakultet Sveučilišta u Splitu, 2018. str. 61-87 5. Brnabić, Ratko,Proboj pravne osobnosti u novijoj sudskoj praksi // 52. jesensko savjetovanje Računovodstvo, revizija i

	porezi u praksi / Aljinović Barać, Ž. (ur.).Brela: Udruga računovođa i financijskih djelatnika Split, 2017. str. 137-151
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Ivana Bulog, PhD
The course he/she teaches in the proposed study programme	BUSINESS LEADERSHIP AND TEAM MANAGEMENT IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Ante Starčevića 129. 21251 Žrnovnica
Telephone number	+385 95 811 9781
E-mail address	ivana.bulog@efst.ht
Personal web page	http://www.efst.unist.hr/o-fakultetu/fakultet/djelatnici/stranice-djelatnika/detalji/ivpavic
Year of birth	1979.
Scientist ID	274313
Research or art rank, and date of last rank appointment	14. 02. 2014. – Senior Scientific Associate
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	20. 03. 2018. – Associate Professor
Area and field of election into research or art rank	The social science area, the scientific field of economics
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	University of Split, Faculty of Economics, Business and Tourism
Date of employment	2004.

Name of position (professor, researcher, associate teacher, etc.)	Associate Professor
Field of research	Management
Function	/
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD
Institution	University of Split, Faculty of Economics, Business and Tourism
Place	Split
Date	2010
INFORMATION ON ADDITIONAL TRAINING – More than one month	
Year	2005 (2 months)
Place	Stoke on Trent, UK,
Institution	Staffordshire University Business School
Field of training	Management
Year	2008 (3 months)
Place	Ljubljana, Slovenia
Institution	Faculty of Economics
Field of training	Management
INFORMATION ON ADDITIONAL TRAINING – Less than one month	
Year	2012 / 2014 / 2016 / 2018 / 2019
Place	Italy / Italy / Slovenia / Spain / Poland
Institution	Universita' Degli Studi Di Siena / Università Politenica delle Marche Facoltà di Economia / Universidad Complutense de Madrid, Madrid / University of Primorska, Koper/University of Lodz, Poland
Field of training	Management
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English (4)
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	French (3)
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	• Date: Academic year 2014/15 to date Course: Business leadership (lectures and exercises) Institution: Faculty of Economics, Business and Tourism, University of Split Study programme: professional study programme • Date: Academic year 2017/18 to date Course: Business leadership (lectures and exercises) Institution: Faculty of Economics, Business and Tourism, University of Split Study programme: postgraduate study programme • Date: Academic year 2019/20 Course: Management in healthcare (exercises) Institution: University Department of Health Studies Split Study programme: graduate university study programme
Authorship of university/faculty textbooks in the field of the course	

Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Bulog Ivana, Kulović Dženan., Grančić Ivan: (2018) "Ethical Behavior in the Context of Managerial Decision Making and Satisfaction of Employees: Lessons from the Experience of the Post-Transition Country." In: Ateljević J., Budak J. (eds) Entrepreneurship in Post-Communist Countries. Springer, Cham, str. 211-231., ISBN: 978-3-319-75906-7 (print), ISBN: 978-3-319-75907-4 (eBook). 2. Ivana Bulog: „Odlučivanje i konflikti – dinamičnost procesa u obiteljskim poduzećima“, u : D. Kružić (ur.): Obiteljsko poduzetništvo, Sveučilište u Mostaru, Ekonomski fakultet i Sveučilište u Splitu, Ekonomski fakultet, Mostar, 2016, str. 245-269; ISBN: 978-9958-16-051-6 (Mostar); 978-953-281-069-1 (Split).
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	1. Ivana Bulog, Luka Dadić, Ivan Matić: „Individual Differences and Decision Making Styles among University Students“ 23rd International Scientific Conference on Economic and Social Development, 15-16 September 2017, Madrid. 2. Ivan Matić; Maja, Zoko; Ivana Bulog: „Compatibility of Project Management Education's Programs and Practice Demands: Croatian Case“. 23rd International Scientific Conference on Economic and Social Development, 15-16 September 2017, Madrid. 3. Ivana Bulog; Ivan Matić: „Learning Styles and Preferences for Different Types of Courses and Teaching of Croatian students of Business“ Springer Proceedings in Business and Economics, 2016 .
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	• November 2014. Seminar - "Development and upgrading of pedagogical competences of university teachers" provided by the Faculty of Humanities and Social Sciences, University of Split and CIRCO - Center for Research and Development of Lifelong Learning. • September 2016. - Seminar - „Academic Teaching Excellence – English as the Medium of Instruction“ provided by British Council provided by British Council • From September 2004. till today teaches 15 different courses (lectures and exercises) on professional, undergraduate, graduate and master study programme on Faculty of Economics, Business and Tourism Split.
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	• 2006 - Outstanding Research and Teaching Recognition Awarded by University of Split, Faculty of Economics, Business and Tourism • 2010 - Outstanding Research and Teaching Recognition Awarded by University of Split, Faculty of Economics, Business and Tourism • 2010 - Outstanding Research Recognition

	Awarded by University of Split, Faculty of Economics, Business and Tourism for valuable scientific research entitled "Utjecaj organizacijskih varijabli na uspjeh programa unapređenja poslovnih procesa" • 2010 - Recognition as Distinguished Speaker Awarded by International Conference The Global Business, Finance & Economics held in Istanbul, August, 2010. • 2012 - Outstanding Research Recognition Awarded by University of Split, Faculty of Economics, Business and Tourism for valuable scientific research entitled "Obiteljski biznis-životni ciklusi, nasljeđivanje i održivost" • 2015 - Outstanding Research Recognition Awarded by University of Split, Faculty of Economics, Business and Tourism for valuable scientific research entitled "Obiteljsko poduzetništvo" • 2016 - Outstanding Organization Committee Recognition Awarded by University of Split, Faculty of Economics, Business and Tourism for International Conference organization The 8th International Conference of Balkan and Eastern Europe Countries in the Changed World.
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	• Evaluation organizer is the Department of Quality at the University of Split. • Evaluated course: Business leadership, average grade in academic year 2017/2018 – 4,8; in 2018/2019 – 4,9; in 2019/2020 – 4,8 and in 2020/2021 – 4,9.

First and last name and title of teacher	Marina Carić, PhD
The course he/she teaches in the proposed study programme	LAW IN HEALTHCARE
GENERAL INFORMATION ON COURSE TEACHER	
Address	Riječka 10, 21000 Split
Telephone number	+385 21 345 764; +385 91 72 82 305
E-mail address	mcarić@pravst.hr
Personal web page	www.pravst.hr
Year of birth	1957.
Scientist ID	266590
Research or art rank, and date of last rank appointment	
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Assistant professor, April 2013.
Area and field of election into research or art rank	Social sciences, law Criminal law, criminal procedure law, criminology and victimology
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	Faculty of Law, Split University
Date of employment	1997.

Name of position (professor, researcher, associate teacher, etc.)	Assistant Professor
Field of research	Criminal procedure law
Function	Chief of Department of Criminal procedure law
INFORMATION ON EDUCATION – Highest degree earned	
Degree	Doctor's degree of law, PhD.
Institution	Faculty of law, Split University
Place	Split
Date	July 2012.
INFORMATION ON ADDITIONAL TRAINING	
Year	1984, 1994.
Place	Dubrovnik, USA
Institution	Inter-University Center for Postgraduated Studies Dubrovnik, ABA CEELI (American Bar Association – Central and East European Law Initiative)
Field of training	Victimology, law clinic, criminal procedure law
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English – 4
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	Italian - 2
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	Teaching following courses at Faculty of law, Split University Criminal procedure law, Misdemeanour law, Criminal law practice (integral pre-graduation and graduation university study of law), Administrative misdemeanour law, Basis of criminal procedure, Medicine and criminal procedure
Authorship of university/faculty textbooks in the field of the course	
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	Ammendments to the System of Illegal Evidence with Particular References to Article 10 paragraphs 3 and 4 of the CPC/08, Hrvatski ljetopis za kazneno pravo i praksu, vol.17, no 2/2010, p. 839-866. Summary Forms of Criminal Procedure, Doctor's dissertation, Split, 2012. The Course of Execution of Prison Sentence – Some Questions about First Instance Jurisdiction of Executing Judge, In European Characteristics and Uncertainties in the Croatian System of Execution of Punishment of Deprivation of Liberty, Pravni fakultet – Zavod za kaznenopravna i kriminološka istraživanja "Ivan Vučetić" Split, 2012, str. 119-151.

	The Course of Execution of Prison Sentence – Judicial Supervision over the Acts and Decisions of Prison Administration, in European Characteristics and Uncertainties in the Croatian System of Execution the Punishment of Deprivation of Liberty, Pravni fakultet, Zavod za kaznenopravna i kriminološka istraživanja “Ivan Vučetić”, Split, 2012, str. 153-179. Protection of Personal Data Collected for the Purposes of Criminal Proceedure, Zbornik radova : Pravo na pristup informacijama i zaštita osobnih podataka (ur. Bosiljka Britvić Vetma i Marija Boban), Pravni fakultet u Splitu , Split, 2015., str.337-395 Council of Europe's Recommendation concerning the simplification of criminal justice and its impact in the simplified procedural forms in Croatian criminal procedural law, Collected papers of international scientific conference “ The europeanisation of criminal law and protection of human rights in criminal proceedings and the process of execution of criminal sanctions “, (ed. A.Kurtović Mišić,M.Pajčić, D.Korošec, B.Petrović) Faculty of law , University of Split, Split, 2017,str. 177-263 Court settlement between parties in contemporary criminal procedural law, Economic and Social Development, 31th International Scientific Conference on Economic and Social Development - “ Legal Challenges of Modern World “; Book of Proceedings; Marijan Cingula, Douglas Rhein, Mustapha Machrafi (ed.), Split, 7-8 June 2018., str. 264-277 Investigation: the Legislative Framework and Practical Applications, Hrvatski ljetopis za kazneno pravo i praksu , vol. 25, no 2/2018, str.513-546 Penal order in the light of limitations and excluding the application of certain fundamental principles of criminal procedure, Iustinianus Primus Law Review-conference edition,no.1/2020
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	-
Professional, science and artistic projects in the field of the course	Associate at the scientific-research projects - «European characteristics and Uncertainties in the Croatian System of

carried out in the last five years (5 at most)	executing the punishment of deprivation of liberty» , Split, Faculty of Law, project leader prof. dr. sc. Goran Tomašević
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?-pedagoške kompetencije?	Seminar for Evolution and Improving Pedagogical Competences of University Professors, Split, 28.02.2013 IURISPRUDENTIA-Improving Quality of Education at Faculty of Law, Seminar for University Professors, Faculty of Law, Split University, Split, 20.-21.10.2015. Mentors workshop, Faculty of Law, Split University, 25 February 2019
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	-
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	Three student evaluations of Faculty of Law, University of Split: in last 5 years average grade about 4,0

First and last name and title of teacher	Jozo Čizmić, PhD
The course he/she teaches in the proposed study programme	LAW IN HEALTHCARE
GENERAL INFORMATION ON COURSE TEACHER	
Address	21000 Split, Požeška 8
Telephone number	+385 99 794 2431
E-mail address	jcizmic@pravst.hr
Personal web page	www.pravst.hr
Year of birth	1958.
Scientist ID	188501
Research or art rank, and date of last rank appointment	
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Full Professor, July 16, 2014
Area and field of election into research or art rank	Social sciences, field law
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	UNIVERSITY OF SPLIT, FACULTY OF LAW
Date of employment	November 10, 1988
Name of position (professor, researcher, associate teacher, etc.)	professor
Field of research	Civil Procedure Law
Function	Head of the Institute for Investigation of Civil Court Proceedings and Cooperation with the Judiciary, Director of the Postgraduate Specialist Study "Medical Law", Advisor to the Rector for Legal Affairs
INFORMATION ON EDUCATION – Highest degree earned	
Degree	Doctor of science
Institution	University of Split, Faculty of Law

Place	Split
Date	July 20, 2001
INFORMATION ON ADDITIONAL TRAINING	
Year	2002.
Place	Berlin
Institution	Frei Universitat Berlin
Field of training	Civil procedure Law Insolvency
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English, 4
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	- At the Postgraduate Specialist Study "Medical Law" at the Faculty of Law, University of Split, I teach obligatory courses "Medical Law" and "Medical Civil Procedure Law", and the elective course "Legal regulation of inventive activity in medicine". - At the University Department of Health Studies of the University of Split, I am the holder of the subjects: "Fundamentals of Health Law", "Health Law" and "Patient Law", - Postgraduate specialist study "Medical Law", Faculty of Law, University of Split, Course teacher: "Health professional class law" (elective course). - At the Faculty of Medicine, University of Split - Study of Medicine, I was the holder of the elective course "Health Law and Ethics", at the professional undergraduate study "Study of Radiology" I was the holder of the compulsory course "Health Law and Ethics", and at the professional study "Study of Physiotherapy" "Health Legislation".
Authorship of university/faculty textbooks in the field of the course	- ČIZMIĆ, J. – KRALJIĆ, S., <i>Hrestomatija medicinskega prava</i>, E-knjiga., Univerza v Mariboru – Univerzitetna založba, Maribor, marec 2020., 730 str., ISBN 978-961-286-335-7 (pdf), DOI 10.18690/978-961-286-335-7, COBISS.SI ID 98294785, Date of first publication 2020-03-04, urednička knjiga. - ČIZMIĆ, J. – CVITKOVIĆ, M. – KLARIĆ, A., <i>Zdravstveno strukovno staleško pravo</i>, Pravni fakultet Sveučilišta u Splitu – University of Maribor – Hrvatska liječnička komora, University of Maribor Press 2017., str. 400., ISBN: 978-961-286-099-8. <i>Osnove zdravstvenog prava (za studente preddiplomskih sveučilišnih zdravstvenih studija)</i>, nastavni materijal, Sveučilište u Splitu, Split, 2014. (koautorstvo Lj. Žunić). <i>Komentari zdravstvenih zakona, Knjiga 1., - Zakon o zdravstvenoj zaštiti, - Zakon o pravima, obavezama i odgovornostima pacijenata - Zakon o apotekarskoj djelatnosti</i>, „Privredna štampa“, Sarajevo, 2011. (koautorstvo S. Bodnaruk, B. Hrabač, S. Huseinagić).

	Janković, Stipan; Čizmić, Jozo. Liječnička pogreška-medicinski i pravni aspekti, Poslijediplomski tečaj stalnog medicinskog usavršavanja I. kategorije . Split : Impresum, 2007 (zbornik).
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	- ČIZMIĆ, J., <i>Prigovori i problemi kod sudsko-medicinskog vještačenja</i>, "Zbornik radova Pravnog fakulteta u Splitu", god. 57, 3/2020, str. 633-655. - ČIZMIĆ, J., <i>Tko je vlasnik / posjednik medicinske dokumentacije?</i>, rad u zborniku radova s međunarodnog kongresa "2. Kongres KOKOZ-a i 4. hrvatski kongres medicinskog prava s međunarodnim sudjelovanjem", "Pravni fakultet Sveučilišta u Splitu", Rovinj, 2020., str. 1-32. - ČIZMIĆ, J., <i>Medicinsko pravo i (personalizirana) integrativna bioetika</i>, referat u zborniku radova s 28. Posvetovanja MEDICINA, PRAVO IN DRUŽBA, Univerzitetna založba Univerze v Mariboru, Maribor, Marec 2019., str. 213-244. - ČIZMIĆ, J., <i>Kućni red stacionarnih zdravstvenih ustanova – prava i obveze pacijenata</i>, rad u zborniku radova s međunarodnog kongresa "1. Kongres KOKOZ-a i 3. hrvatski kongres medicinskog prava s međunarodnim sudjelovanjem", "Pravni fakultet Sveučilišta u Splitu", Rabac, 2019., str. 1-40. - ČIZMIĆ, J., <i>Aktualno stanje na području medicinskog prava</i>, rad u zborniku radova s međunarodnog kongresa "1. hrvatski kongres medicinskog prava s međunarodnim sudjelovanjem", "Pravni fakultet Sveučilišta u Splitu", Osijek, 2017., str. 89.-124.
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	„Uloga i kompetencije mentora na poslijediplomskim doktorskim studijima“ u okviru Programa cjeloživotnog obrazovanja Pravnog fakulteta Sveučilišta u Splitu, dana 25. veljače 2019. „Razvoj i kretanje pravne struke u Republici Hrvatskoj – Quo Vadis“, u okviru projekta Europskog socijalnog fonda: JURISPRUDENTIA –Unapređenje kvalitete obrazovanja na pravnim fakultetima osječkog, riječkog i splitskog sveučilišta, u Splitu, 06. travnja 2016
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	- International bilateral project of the Ministry of Science and Education: Rights, obligations and responsibilities of patients in the exercise of legal protection, scientific research project within the joint Croatian-Slovenian cooperation for the period 2018-2019, leader. - Scientific project of the Faculty of Law, University of Split: Medical Law, Legislation and Practice in the Light of the Accession of the Republic of Croatia to the European Union (leader).
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	Seminar for the development and improvement of pedagogical competencies of university teachers, organized by the Faculty of Philosophy, University of Split and CIRCO - Center for Research and Development of Lifelong Learning, held on February 28, 2013.
PRIZES AND AWARDS, STUDENT EVALUATION	

Prizes and awards for teaching and scholarly/artistic work	• Science Award of the University of Split for 2018 for the best ranked scientists, Decision of the Senate of the University of Split from 19.12.2019. • Award for scientific excellence in scientific research work of the Faculty of Law, University of Split 20. 02. 2020. • Award for scientific productivity in 2018/2019. year of the Faculty of Law, University of Split, February 20, 2020 • Thanks to the Faculty of Law of the University of Maribor - special recognition and thanks for the outstanding contribution to the creation of law studies in Maribor, Maribor 2020. • Acknowledgment of the University Department of Forensic Sciences of the University of Split for the great contribution to the establishment of the University Department of Forensic Sciences and the organization of the graduate university study "Forensics", Split 2020. • Acknowledgment from "Nikola Tesla University" for reviews of papers at the 3rd Interdisciplinary Scientific-Professional Conference with International Participation "Sustainable Development of Rural Areas 2017", Gospić, 29.-30. September 2017 • ACKNOWLEDGMENT from the State Intellectual Property Office, as the holder of Chapter 7 of the negotiations on the accession of the Republic of Croatia to the European Union, for active participation in the work of the Working Group and valuable personal contribution to the successful closing of negotiations on Chapter 7 (March 5, 2009) • Recognition of the City of Rijeka at the 2nd Exhibition of Innovations, October 27, 2000, for the book "Experiments in Industrial Property Rights", • Acknowledgment from the Croatian Association of Innovators for support in the presentation of inventive work, awarded at the 28th Croatian Innovation Salon - INOVA 2003, Ogulin September 12, 2003 14.3. • Acknowledgment from Moot Court Croatia for generous assistance to the Moot Court Croatia competition, May 11, 2014. • Acknowledgment from the High Judicial and Prosecutorial Council of Bosnia and Herzegovina for participation and professional assistance in the Pilot Project "Court Settlement", September 17, 2014. • Charter of the Society of Innovators DIATUS Split, for long-term loyalty and contribution to the development of innovation, April 30, 2015 • Award of the Student Union of the Faculty of Law, University of Split, as a sign of lasting gratitude and recognition for understanding and respecting all student needs and interests, in Split, September 2015. • Charter of the Croatian Medical Chamber and the Croatian Chamber of Health Workers for exceptional contribution to the organization, promotion and development of medical law as a separate scientific field and medical-legal profession. An integral part of
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	the Charter is a medal with the logo of medical law, November 13, 2016. • Recognition of the University of Mostar, Faculty of Law on the occasion of the fifteenth anniversary of the International Conference "Current issues of civil and commercial law and legal practice", for special activity and special contribution to the work of the Conference, Neum, June 16, 2017. • Recognition of the Faculty of Law, University of Split for the organization of international conferences "Actualities of civil procedural law - national and comparative legal theory and practical achievements", Split, October 26, 2017.
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Marko Čular, PhD
The course he/she teaches in the proposed study programme	INTERNAL CONTROL AND AUDIT IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Cvite Fiskovića 5
Telephone number	+385 91 893 2849
E-mail address	mcular@efst.hr
Personal web page	-
Year of birth	1987.
Scientist ID	334714
Research or art rank, and date of last rank appointment	Associate Researcher, 20.4.2018.
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Assistant Professor, 22.10.2019.
Area and field of election into research or art rank	Economy, Accounting
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	University of Split, Faculty of Economics, Business and Tourism
Date of employment	01.03.2012.
Name of position (professor, researcher, associate teacher, etc.)	Assistant Professor
Field of research	Accounting and Auditing
Function	Assistant Professor
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD
Institution	University of Split, Faculty of Economics, Business and Tourism
Place	Split
Date	14.11.2017.
INFORMATION ON ADDITIONAL TRAINING	
Year	2016.

Place	Ljubljana, Slovenia
Institution	Faculty of Economics Ljubljana
Field of training	Experimental research in social sciences
Year	2017.
Place	Ljubljana, Slovenia
Institution	Faculty of Economics Ljubljana
Field of training	Experimental research in audit field
Year	2017.
Place	Mostar, B&H
Institution	Faculty of Economics Mostar
Field of training	Accounting
Year	2017.
Place	Zagreb, Croatia
Institution	Croatian Audit Chamber
Field of training	Using the work of internal auditors
Year	2018.
Place	Ljubljana, Slovenia
Institution	Faculty of Economics Ljubljana
Field of training	Auditing
Year	2018.
Place	Milano, Italy
Institution	European Accounting Association
Field of training	Internal and External Auditing
Year	2019.
Place	Lovran, Croatia
Institution	Institute of internal auditors Croatia
Field of training	Quality control and internal project evaluation
Year	2019.
Place	Beograd, Serbia
Institution	Faculty of Organizational Sciences
Field of training	Accounting and Auditing of public sector
Year	2019.
Place	Sarajevo, B&H
Institution	Audit Chamber of FB&H
Field of training	Quality control
Year	2020.
Place	Ljubljana, Slovenia
Institution	Institute of internal auditors Slovenia
Field of training	Cooperation between internal and external auditors
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English (4)
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	German (3)
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	Spanish (3)
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	• Internal control and audit, graduate study • Internal control, specialist graduate professional study

Authorship of university/faculty textbooks in the field of the course	
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Perković, A., Čular, M. (2021): Model tri linije: principi i primjena, RIF, 4/2021, Zagreb. 2. Čular, M., Drašček, M., Slapničar, S., Vuko, T. (2021): How effective is internal auditors' cyber security assurance?, popularan rad. 3. Čular, M., Šupe, P. (2020): Državna revizija lokalnih jedinica, Journal of Economy and Business, Vol. 26., 52-69. 4. Čular, M., Slapničar, S., Vuko, T. (2020): The effect of internal auditors' engagement in risk management consulting on external auditors' reliance decision, European Accounting Review, Vol. 29, No. 5, 999-1020. 5. Čular, M. (2019): Utjecaj organizacije interne revizije i učinkovitog revizijskog odbora na korištenje rada interne revizije u eksternoj reviziji, Economic thought and practice, Vol. 29, No. 1, pp. 3-22.
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	-
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	1. (2020-2021): How comprehensive is internal auditors' cyber security assurance?, University of Queensland. 2. (2016-2019): Erasmus+ Project Cooperation for innovation and the exchange of good practices- Capacity Building in the field of Higher Education: Financial management, accounting and controlling curricula development for capacity building of public administration (FINAC), No. 573534-EPP-1-2016-1-RS-EPPKA2-CBHE-JP.
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	• Integration of blind and partially sighted people into the higher education system, Agency for Vocational and Adult Education. • Information security in the workplace, Faculty of Economics, Business and Tourism Split. • Development and improvement of pedagogical competencies of university teachers, Centre for Research and Development of Lifelong Learning. • Socially useful learning in higher education, Faculty of Economics, Business and Tourism Split.
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	• Certificate of Best Presenter Award, The Finance, MIS, Economics & Global Business Research Conference, Istanbul, Turkey. • Exceptional student at Postgraduate (doctoral) study, Faculty of Economics, Business and Tourism Split. • Award for the best doctoral thesis in the field of accounting, auditing and finance, The Croatian Association of Accountants and Financial Professionals Zagreb. • Certificate of Best Paper Award, 54. Savjetovanje Računovodstvo, revizija i porezi u praksi, The Association of Accountants and Financial Professionals Split.

Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	- Internal control and audit, graduate study (4,6) - Internal control, specialist graduate professional study (4,5)
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First and last name and title of teacher	Maja Ćukušić, PhD
The course he/she teaches in the proposed study programme	INFORMATION SYSTEMS IN HEALTHCARE
GENERAL INFORMATION ON COURSE TEACHER	
Address	Put Žnjana 2A, 21000 Split
Telephone number	+385 21 430 758
E-mail address	maja.cukusic@efst.hr
Personal web page	http://www.linkedin.com/in/mcukusic
Year of birth	1980.
Scientist ID	300571
Research or art rank, and date of last rank appointment	
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Associate professor, 29. March 2016.
Area and field of election into research or art rank	Social science, field Business economics, Business informatics
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	Faculty of Economics, Business and Tourism in Split
Date of employment	01.12.2007.
Name of position (professor, researcher, associate teacher, etc.)	Associate professor
Field of research	Business Informatics
Function	HRZZ project manager
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD
Institution	Faculty of Economics, Business and Tourism
Place	Split, Croatia
Date	20.06.2011.
INFORMATION ON ADDITIONAL TRAINING	
Year	2002.
Place	Freiburg, Germany
Institution	Telematics, Freiburg university
Field of training	Internship, intelligent agents
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English - 5
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	French - 2
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name)	Business Intelligence (EFST, graduate level, 1st year, course teacher)

title of course, study programme where it is/was offered, and level of study programme)	• Multidimensional information systems (EFST, graduate level, 1st year, course teacher) • ERP systems (EFST, undergraduate level, 3rd year, course teacher)
Authorship of university/faculty textbooks in the field of the course	• Multidimensional information systems: Data warehousing and data analytics / Garača, Željko; Čukušić, Maja (Eds). Split: Faculty of Economics, Business and Tourism 2011.
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Čukušić, M. (2021) Contributing to the current research agenda in digital transformation in the context of smart cities. <i>International Journal of Information Management</i>, 58, 102330, 3 doi:10.1016/j.ijinfomgt.2021.102330. 2. Ninčević Pašalić, I., Čukušić, M. & Jadrić, M. (2021) Smart city research advances in Southeast Europe. <i>International Journal of Information Management</i>, 58, 102127, 11 doi:10.1016/j.ijinfomgt.2020.102127. 3. Jadrić, M., Ninčević Pašalić, I. & Čukušić, M. (2020) Process Mining Contributions to Discrete-event Simulation Modelling. <i>Business systems research</i>, 11 (2), 51-72 doi:10.2478/bsrj-2020-0015. 4. Čukušić, M. (2020) Uncovering Barriers to Smart City Development in Croatia. In: Kovačević, T. & Akrap, I. (ed.) <i>Conference Proceedings of the 4th Contemporary Issues in Economy & Technology – CIET 2020</i>. Split, University of Split, University Department of Professional Studies, pp. 236-247. 5. Strize, A., Jadrić, M. & Čukušić, M. (2020) Smart City Solutions and the Potential of Using Web APIs. In: Akkucuk, U. (ed.) <i>Handbook of Research on Creating Sustainable Value in the Global Economy</i>. Hershey, PA, IGI Global, pp. 38-54 doi:10.4018/978-1-7998-1196-1.ch003.
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	1. Jadrić, M., Čukušić, M. & Garača, Ž. (2017) ANALYSIS OF THE METHODOLOGICAL AND TECHNOLOGICAL ASPECTS OF STUDY PROGRAMS IN THE FIELD OF BUSINESS AND ECONOMICS IN THE REPUBLIC OF CROATIA. <i>Ekonomika misao i praksa</i>, 2017 (2), 747-776. 2. Granić, A., Nakić, J. & Čukušić, M. (2017) Preliminary evaluation of a 3D serious game in the context of entrepreneurship education. In: Strahonja, V. & Kirinić, V. (ed.) <i>CECIIS 2017: 28th Central European Conference on Information and Intelligent Systems: Proceedings</i>. Varaždin, Faculty of Organization and Informatics, University of Zagreb, pp. 91-98. 3. Jadrić, M., Čukušić, M. & Garača, Ž. (2017) Analysing Students' Behaviour Patterns in Online Assessment. In: Strahonja, V. & Kirinić, V. (ed.) <i>Proceedings of 28th International Conference 2017</i>. Varaždin, Faculty of Organization and Informatics, University of Zagreb, pp. 83-90.
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	1. Principal investigator and project manager of HRZZ-UIP-2017-05-7625: User-oriented process (re)design and information systems modelling – a case of smart city services (starting from 01.01.2018.)

	2. Significant professional experience in a number of intranet / Internet / extranet projects for renowned national and international businesses (>30 projects)
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences	• Author of two books related to the technological and pedagogical aspects of e-learning. • Certified Moodle courses creator "Moodle Course Creator Certificate (MCCC)" Attended seminars - Academic Teaching Excellence - English as the Medium of Instruction - British Council & Development and improvement of teaching competence of university teachers • Professional development program: Development and improvement of pedagogical competencies of university teachers in the period from 17/11/2014 to 28/11/2014 at the Faculty of Economics, Business and Tourism, University of Split.
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	• Awarded for valuable scientific contribution at Faculty of Economics (2013 and 2014) • Awarded for excellent academic achievements, Dean award - Faculty of Organisation and Informatics, 2003. • TEMPUS Grant – internship in Germany (Sept, 2002.) • National scholarship for BA studies
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Marija Definis, PhD, MD
The course he/she teaches in the proposed study programme	ETHICS IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Tijardovićeve 22, Split
Telephone number	+385 91 201 6431
E-mail address	marija.dg@gmail.com
Personal web page	
Year of birth	1960
Scientist ID	207083
Research or art rank, and date of last rank appointment	
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Full professor with tenure, July 21 st , 2016
Area and field of election into research or art rank	Biomedicine and Healthcare - Clinical Medical Sciences
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	University Hospital of Split; The School of Medicine, University of Split
Date of employment	1989
Name of position (professor, researcher, associate teacher, etc.)	Specialist doctor / professor
Field of research	Forensic medicine, teacher

Function	Head of the Department of Forensic Medicine
INFORMATION ON EDUCATION – Highest degree earned	
Degree	Specialization in forensic medicine
Institution	The School of Medicine, University of Zagreb
Place	Zagreb
Date	1993
INFORMATION ON ADDITIONAL TRAINING	
Year	1996; 2000; 2003; 2004
Place	Connecticut, United States; Montpellier, France; Pristina, Kosovo; Plitvice lakes, Croatia
Institution	Office of the Chief Medical Examiner; International workshop; Office of Missing Persons and Forensics of the Department of Justice the UNMIK; Eurotox training course
Field of training	Forensic medicine; Forensic anthropology; Forensic medicine and identification; Toxicology
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English - 5
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	Mandatory courses – undergraduate studies: - Forensic medicine, the School of Medicine Split/Mostar/ University Department of Forensic Sciences Split - Medical Criminalistics, Faculty of Law Mostar - Medical Ethics - Medical Humanities, the School of Medicine Split/Mostar - Forensic medicine, Medical studies in English, Split - Medical humanities, Medical studies in English, Split Elective courses - undergraduate: - Violence in the living and working environment, the School of Medicine Split/Mostar - Traffic traumatism, the School of Medicine Split/Mostar - Sudden death, the School of Medicine Split/Mostar - Carved in bones, the School of Medicine Split/ - Legal Medicine, Faculty of Law Mostar - Sudden death, Medical studies in English, Split/Mostar Postgraduate studies: - Bio(arche)ology of neoplasms, the School of Medicine Split - Biomedicine and healthcare, the School of Medicine Mostar - CSI, The Faculty of Law Split
Authorship of university/faculty textbooks in the field of the course	- Co-author of the manual "Odabrana poglavlja medicinske kriminalistike" (<i>Selected chapters on Medical Criminalistics</i>). Policijska akademija MUP-a RH (Police Academy of the Ministry of the Interior of the Republic of Croatia), Zagreb: 1996 - Co-author of the book "Primjena analize DNA u sudskoj medicini i pravosuđu" (<i>Application of DNA analysis in legal</i>

	<i>medicine and system of justice</i>). Zagreb: Nakladni zavod Matice Hrvatske, 2001 • Co-author of the manual "Patoanatomski nalaz u ovisnika" (<i>Pathoanatomical Findings in Addicts</i>). in Lacković Z., Ed. "Nova saznanja o farmakologiji 'droga'" (<i>New Views on Pharmacology of Dependence Producing Drugs</i>). Zagreb: Medicinska naklada, 2001 • Author of the mimeographed course materials "Materijali za poslijediplomski tečaj usavršavanja liječnika iz mrtvozorstva" (<i>Materials for the postgraduate training course for coroners</i>). Split: School of Medicine, 2004, 2005 • Co-author of the book "Analiza DNA u sudskoj medicini i pravosuđu" (<i>DNA analysis in legal medicine and system of justice</i>). Zagreb: Medicinska naklada, 2008 • Co-author of the book "Osnove forenzične toksikologije" (<i>The basics of forensic toxicology</i>) Split: Redak, 2011. • Co-author of the book "Infekcije u ginekologiji i perinatologiji" (<i>Infections in gynecology and perinatology</i>). Zagreb: Medicinska naklada, 2012
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Petaros, A., Mikulka, A., Baković, M., Definis-Gojanović, M., Stemberga, V. Investigation of WWII/postwar mass burials in Croatia – The implementation of the Croatian model of the search for the imprisoned and missing persons. For Sci Int 2021; 318:110609 2. Sutlović, D., Prkačin, I., Vaiano, F., Bertol, E., Bratinčević, M.V., Definis-Gojanović, M. A case of synthetic cannabinoid poisoning in Croatia. Arh Hig Rada Toksikol. 2018; 69(2):186-190. 3. Sutlovic, D., Kljucovic, Z., Sliskovic, L., Susnjar, H., Viskovic, I., Definis-Gojanovic, M. Methadone Maintenance Treatment: A 15-year Retrospective Study in Split-Dalmatia County, Croatia. The Drug Monit. 2018; 40(4):486-494. 4. Rastović, P., Definis Gojanović, M., Berberović, M., Pavlović M, Lesko J, Galić G, Pandža M. Isometric muscle fatigue of the paravertebral and upper extremity muscles after whiplash injury. Ann Saudi Med. 2017; 37(4):297-307. 5. Petricevic, J., Curic, A., Karaman, I., Forempoher, G., Definis-Gojanovic M. First Case of Bilateral Fibular Aplasia, Tibial Campomelia and Oligodactyly Syndrome (FAT-CO Syndrome).Clin Stud Med Case Rep. 2017; 4(3):046.
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	Scientific: • "Influence of war on changes in mortality in Split-Dalmatia County", No. 0216015 (2005-2006, project leader) • "Anthropological analysis of skeletons of the medieval population from southern Croatia ", No. 216-21608000-0799 (2007- today, project leader) • I-SEE – Project for strengthening information exchange between Italy and South East Europe neighboring countries on new psychoactive substances – JUST/2013/ISEC/DRUGS/AG/6426 with the European Commission (2015-2016, project leader for Croatia)

	Professional: - National Program for the Identification of the Remains of War Victims in the Republic of Croatia and Bosnia and Herzegovina (1991 - present) - Assessment mission on healthcare provision in prisons in North Macedonia. CoE and EU programme on «Strengthening the protection of the rights of sentenced person». Skopje, 27 January – 01 February 2019
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	- International Symposium on the Occasion of 100 Year Anniversary of Abraham Flexner's Report on Medical Education. Split, 2010 - Video-conference "Teachers and Trainers for the Future: Towards the 'New Normal'". CoE, 2020. - International Conference: Building New Bridges Together: Strengthening Ethics in Higher Education after Covid-19. Globethics, 2020
PRIZES AND AWARDS	
Prizes and awards for teaching and scholarly/artistic work	1983: Rector's Award of the University of Zagreb (Keleuva, S., Definis, M., Paladino, J., Katić, Ž. Neuropsihijatrijsko istraživanje bolesnika s kroničnim subduralnim hematomom (<i>Neuropsychological research on patients with chronic subdural haematoma</i>)) 1996: Young Investigators' Award, XVIIth Meeting of IAFS, Tokio, Japan (Definis Gojanović, M., Čapkun, V. Homicides and suicides in war period in Croatia) 1998: The Homeland War Memorial (Identification of war victims) 2003, 2005, 2008: Award for quality teaching according to the student survey (3rd and 1st place), The School of Medicine, University of Split

First and last name and title of teacher	Ivana Dropulić, PhD
The course he/she teaches in the proposed study programme	MANAGERIAL ACCOUNTING IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Svetog Spasa 25, 21000 Split
Telephone number	+ 385 21 430 773
E-mail address	ivana.dropulic@efst.hr
Personal web page	http://www.efst.unist.hr/o-fakultetu/fakultet/djelatnici/stranice-djelatnika/detalji/isoce
Year of birth	1984
Scientist ID	300582
Research or art rank, and date of last rank appointment	Senior research associate, 16/10/2020
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Associate professor, 29/06/2021
Area and field of election into research or art rank	Social Sciences, Economics
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	University of Split, Faculty of Economics, Business and Tourism
Date of employment	03/12/2007

Name of position (professor, researcher, associate teacher, etc.)	Assistant Professor
Field of research	Managerial Accounting
Function	Assistant Professor
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD
Institution	University of Split, Faculty of Economics, Business and Tourism
Place	Split
Date	26/07/2013
INFORMATION ON ADDITIONAL TRAINING	
Year	2016
Place	Mostar, BA
Institution	University of Mostar, Faculty of Economics
Field of training	ERASMUS+ Programme from 21/11/2016 to 27/11/2016 – 8 hours of lectures in Croatian at the bachelor's level on the topic of "Decision making and relevant information".
Year	2019
Place	Mostar, BA
Institution	University of Mostar, Faculty of Economics
Field of training	ERASMUS+ Programme from 14/01/2019 to 18/01/2019 – 8 hours of lectures in Croatian at the master level on the topic of "Integrated Performance Management".
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English, 5
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	• Managerial Accounting • Managerial Accounting II • Hospitality Industry Managerial Accounting
Authorship of university/faculty textbooks in the field of the course	• Dropulić, I., Letica, M., Dragija Kostić, M. (2019) Managerial accounting in theory and practice, Split: Faculty of Economics, Business and Tourism, University of Split.
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Dropulić, I. (2020) Corporate social disclosure practice of the insurance and reinsurance companies, Proceedings of the Faculty of Economics and Business in Zagreb, 18(1), pp. 27-44. 2. Pervan, I., Dropulić, I. (2020) The influence of integrated information systems on the implementation of advanced managerial accounting techniques, Econviews – Review of Contemporary Business, Entrepreneurship and Economic Issues, 33(2), pp. 383-395. 3. Pervan, I., Dropulić, I. (2019) The impact of integrated information systems on management accounting: Case of Croatia, Management – Journal of Contemporary Management Issues, 24(1), pp. 21-38. 4. Dropulić, I., Čular, M. (2019) The effect of corporate social disclosure practice on reporting quality: Evidence from the insurance sector in Croatia,

	Management – Journal of Contemporary Management Issues, 24(2), pp. 23-38. 5. Dropulić, I. (2019) The impact of integrated information systems on management accounting: a literature review, Journal of Economy and Business, No. Special issue 2019, pp. 62-76.
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	-
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	-
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	Professional development program: Development and improvement of pedagogical competencies of university teachers in the period from 17/11/2014 to 28/11/2014 at the Faculty of Economics, Business and Tourism, University of Split.
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	Award of the Faculty of Economics, Business and Tourism for valuable work in 2020 in the category of university textbook: Managerial accounting in theory and practice, Split: Faculty of Economics, Business and Tourism, University of Split, 2019.
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	Average grade of the global index during the academic years 2015/2016, 2016/2017, 2017/2018, 2018/2019 and 2019/2020 is 4.8.

First and last name and title of teacher	Natalija Filipović, MD, PhD
The course he/she teaches in the proposed study programme	MANAGEMENT OF SCIENTIFIC-RESEARCH EQUIPMENT IN BIOMEDICINE
GENERAL INFORMATION ON COURSE TEACHER	
Address	Put mira 16, 21210 Solin, Croatia
Telephone number	+385 91 729 9332
E-mail address	natalija.filipovic@mefst.hr
Personal web page	http://www.mefst.unist.hr/research/departments-laboratories-and-research-groups/laboratory-for-neurocardiology/2364
Year of birth	1975
Scientist ID	264494
Research or art rank, and date of last rank appointment	Senior scientific associate, 29.03.2018.
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Associate professor, 19.06.2019.
Area and field of election into research or art rank	the area of biomedicine and health, the field of basic medical science
INFORMATION ON CURRENT EMPLOYMENT	

Institution where employed	University of Split School of Medicine
Date of employment	17.01.2011.
Name of position (professor, researcher, associate teacher, etc.)	Associate professor
Field of research	Anatomy; neuroscience; embryology; metabolic diseases
Function	Head of the Laboratory for Neurocardiology
Function	President of the Animal Welfare Committee
Function	Person responsible for animal welfare
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD
Institution	Faculty of Veterinary Medicine
Place	Zagreb
Date	05.05.2008.
INFORMATION ON ADDITIONAL TRAINING	
Year	2016.
Place	Budapest
Institution	Laboratory of Neuronal Network and Behavior Research Centre for Natural Sciences Hungarian Academy of Sciences
Field of training	Methods of basic neuroscientific research - anterograde and retrograde tracing, stereotaxic virus injection and application in basic neuroscientific research, application of optogenetics in combination with electrophysiology in basic neuroscientific research, behavioral testing of mice and their application, stereotaxy
Year	2011.
Place	Zagreb
Institution	Galapagos Resesearch Center Ltd.
Field of training	Laboratory Animal science course (FELASA cat. C equivalent)
Year	2005.
Place	Ljubljana
Institution	Inštitut za fiziologijo, farmakologijo in toksikologijo, Veterinarska fakulteta Univerze v Ljubljani
Field of training	endocrinology, hormone determination methods (EIA, RIA)
Year	2006.
Place	Zagreb
Institution	Institut Ruđer Bošković
Field of training	Methodological courses in biology and medicine: DNA and RNA
Year	2007.
Place	Zagreb
Institution	MZOŠ
Field of training	„Workshop on writing and speaking about science effectively“
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English 5
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	German 3
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme)	Head of the elective course, "Processing and analysis of microphotographs for scientific work" at the PhD

where it is/was offered, and level of study programme)	programme "Biology of neoplasms" at the Faculty of Medicine, University of Split (since 2018) • Lecturer at the summer school: Split Summer School - Course: "Application of Imaging Techniques in Life Sciences", University of Split (2018 and 2019) • Head of the compulsory course "Anatomy" at the integrated study "Dental Medicine", Faculty of Medicine, University of Split (since 2013) • Head of the compulsory course, "Experimental animals and animal models" in the PhD programme "Translational research in biomedicine" at the Faculty of Medicine, University of Split (from 2012 to 2015)
Authorship of university/faculty textbooks in the field of the course	• Translation of the publication Sobotta Atlas of Human Anatomy; 3rd Croatian edition; Naklada Slap, Jastrebarsko, 2013. ISBN 978-953-191-772-8
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Benzon, B.; Vukojevic, K.; Filipovic, N.; Tomić, S.; Glavina Durdov, M. Factors That Determine Completion Rates of Biomedical Students in a PhD Programme. <i>Educ. Sci.</i> 2020, 10, 336. https://doi.org/10.3390/educsci10110336 2. Vukojević, Katarina; Filipović, Natalija; Tomić, Snježana; Glavina Durdov, Merica. How to improve completion rates of students in PhD program Cancer Biology? // <i>Orpheus Conference 2019 ; Quality Training Environments for Biomedical researchers.</i> 2019. 21-21 3. Grković, Ivica; Jeličić Kadić, Antonia; Jerić, Milka; Vuica, Ana; Filipović, Natalija. <u>Different components of the final grade in anatomy: how do they compare with subjective preexam evaluation of student performance</u> // <i>The 6th International Symopisum of Clinical and Applied Anatomy, Book of abstracts</i> 4. Urlić, M., Urlić, I., Urlić, H., Mašek, T., Benzon, B., Vitlov Uljević, M., Vukojević, K., Filipović, N.** (2020): Effects of Different n6/n3 PUFAs Dietary Ratio on Cardiac Diabetic Neuropathy. <i>Nutrients</i> 12: 2761. 5. Vitlov Uljević, M., K. Starčević, T. Mašek, I. Bočina, I. Restović, N. Kević, A. Racetin, G. Kretzschmar, M. Grobe, K. Vukojević, M. Saraga-Babić, N. Filipović** (2019): Dietary DHA/EPA supplementation ameliorates diabetic nephropathy by protecting from distal tubular cell damage. <i>Cell and tissue research.</i> 378: 301-317.
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	1. 2021. -. Characterization of a candidate gene for congenital renal and urotract abnormalities. HRZZ IP-06-2016-2575 – researcher 2. 2014 - "BioWine - Biological effects of wine" (Croatian Scientific Foundation 8652) – researcher 3. 2011 - 2014 "Mechanisms of cardiac pain in ischemia, metabolic changes and aging" (216-2160528-0067 MZOŠ RH) – researcher

	4. 2007 - 2014 "Mineral metabolism in domestic animals during high production and stress" (053-1080229-2104 MZOŠ RH) – researcher 5. 2002-2007 "Metabolic changes in poultry during stress" (0053310 MZOŠ RH) - Research Fellow
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	Skills of medical education and scientific work, University of Split School of Medicine
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Srećko Goić, Ph.D.
The course he/she teaches in the proposed study programme	HUMAN RESOURCE MANAGEMENT IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Tolija 56, 21412 Pučišća
Telephone number	+385 91 795 8540
E-mail address	goic@efst.hr
Personal web page	
Year of birth	1959.
Scientist ID	111242
Research or art rank, and date of last rank appointment	Scientific Advisor, December 2007.
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Full Professor, tenured, 25.01.2013.
Area and field of election into research or art rank	Social sciences. scientific field of Economics, branch of Management and Organization
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	Faculty of Economics, University of Split
Date of employment	March 1982.
Name of position (professor, researcher, associate teacher, etc.)	Full Professor
Field of research	Management, Humane Resources Management
Function	
INFORMATION ON EDUCATION – Highest degree earned	
Degree	Ph.D. in social, humanistic, and theological sciences, field of Economics
Institution	Faculty of Economics, University of Zagreb
Place	Zagreb
Date	1996.
INFORMATION ON ADDITIONAL TRAINING	
Year	2011

Place	Newcastle, UK
Institution	Newcastle University
Field of training	'Principles and practices for developing Learning to Learn across the phases'
Year	2011
Place	Aberdeen, Scotland
Institution	University of Aberdeen
Field of training	visiting scholar
Year	2011
Place	Ljubljana Slovenia
Institution	Faculty of Economics, Ljubljana University
Field of training	visiting lecturer within the frame of ERASMUS programme
Year	2013
Place	Ancona, Italy
Institution	Faculty of Economics, Universita Politecnica delle Marche
Field of training	visiting lecturer within the frame of ERASMUS programme
Year	2014
Place	Poitiers, France
Institution	Poitiers University
Field of training	'Teaching skills and lifelong training for lecturer-researchers: why and how '
Year	2015.
Place	Bitola, FYROM
Institution	Univerzitet "Sv Kliment Ohridski"– Bitola
Field of training	visiting lecturer within the frame of ERASMUS programme
Year	2016.
Place	Skopje – Bjeljina - Belgrade
Institution	NALAS – GIZ
Field of training	Training of Trainers: Efficient organization and effective management of communal affairs; Preparations for infrastructure investment projects; Results-based strategic programme planning and management
Year	2017.
Place	Belgrade, Republic of Serbia
Institution	University of Belgrade, Faculty of Organizational science
Field of training	visiting lecturer within the frame of ERASMUS programme
Year	2017.
Place	Split
Institution	British Council
Field of training	training: Research Connect
Year	2017.
Place	Ljubljana, Slovenia
Institution	Faculty of Economics, Ljubljana University
Field of training	visiting lecturer within the frame of ERASMUS programme
Year	2019.
Place	Sarajevo, BiH
Institution	University of Sarajevo, Faculty of Economics
Field of training	visiting lecturer within the frame of ERASMUS programme
Year	2019.
Place	Belgrade, Republic of Serbia
Institution	University of Belgrade, Faculty of Organizational science
Field of training	visiting lecturer within the frame of ERASMUS programme
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian

Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English – 5
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	Italian - 4
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	French - 3
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	• Since 1998 he has been introducing and teaching the subject of 'Human Resource Management' at the undergraduate study programme, and since the academic year 2006/07 in the professional study programme too; • With the introduction of new programs by the Bologna system, from 2005/6 till today he is also the holder and lecturer of subjects: 'Business Communication' at the undergraduate university and professional programme, 'Business Planning' at the undergraduate university and professional programme, 'Human Resource Management' undergraduate university and professional programme, the subject of 'Strategic Human Resource Management' at the Graduate Study, and the subject of 'Organization and Human Resource Management (on Projects)' at a specialist graduate professional study programme. • He is the holder and teacher of the subject 'Human Resources Management Economics' and the subject of 'Organizational Communication' at the Postgraduate Specialist Study in Business Economics at the Faculty of Economics, Split since 2006. • The co-holder and teacher of the course 'Project Management', and the subject 'Entrepreneurial Project' at the Postgraduate Specialist Study in Business Economics at the Faculty of Economics, Split since 2006. • He is the holder and teacher of the subject 'Human Resources Management Economics', Postgraduate Doctoral Program of Business Economics at the Faculty of Economics and Business Split since 2006. • He is the holder and teacher of the subject 'Human Resources Management Economics' and co-holder and teacher of the course 'Project Management' at the joint postgraduate specialist studies at the Business Economics of the Faculty of Economics Split and the Faculty of Economics of the University of Mostar since 2006.
Authorship of university/faculty textbooks in the field of the course	• with Mr.sc. Nikša Alfrević: skripta '<i>Management - slučajevi i zadaci za vježbe</i>', Ekonomski fakultet Split, 1997. (reviewer prof. M.Buble). • coauthor: skripta '<i>Poduzetnička radionica: Od poduzetničke ideje do izrade poslovnog plana</i>', Ekonomski fakultet Split, 2005, 2006, 2007., (editor: Dr.sc. D.Kružić; reviewer prof. Ž. Dulčić).
Professional, scholarly and artistic articles published in the	1. Goić, S.; Tadić, I., "Upravljanje ljudskim resursima na projektima unapređenja poslovnih procesa", in: Buble, M. (ed.). <i>Utjecaj organizacijskih varijabli na uspjeh</i>

last five years in the field of the course (5 works at most)	<i>programa unapređenja poslovnih procesa</i>, Sveučilište u Splitu, Ekonomski fakultet, Split, (2010). pp. 179-195. 2. Goić, S; Jones, D., "Do innovative workplace practices foster mutual gains? Evidence from Croatia", in T. Kato (ed.): <i>Advances in the Economic Analysis of Participatory & Labor-Managed Firms, Volume 11</i>, Emerald Group Publishing Limited, (2010), pp. 23 – 68., 3. Goić, S., "Employee Financial Participation in Croatian Enterprises: A Recent Study". <i>Global Business & Economics Anthology</i>. II, 1 (2011); pp. 244-254. 4. Goić, S., Žunić, A., "Factors Influencing Employee Satisfaction: Empirical Study in a Large Manufacturing Enterprise", <i>Advances in Business-Related Scientific Research Conference 2012</i> (ABSRC 2012), March 28–30, 2012, Venice, Italy; Full Text on CD ROM 5. Goić, S., "<u>Organizational structure, organizational dynamics, and organizational culture: a research from croatian enterprises</u>", <i>Active Citizenship by Knowledge Management & Innovation ; Proceedings of the Management, Knowledge and Learning International Conference 2013</i>, Proceedings, Bangkok, Celje, Lublin: ToKnowPress, 2013. pp. 47-56. 6. Goić, S., Planinić, M., "Investments in Employees: Attitudes and Practices in Croatian Enterprises ", <i>MakeLearn 2014: Human Capital without Borders; Knowledge and Learning for Quality of Life; Proceedings of the Management, Knowledge and Learning International Conference 25–27 June 2014, Portorož, Slovenia</i>, Proceedings, Bangkok, Celje, Lublin: ToKnowPress, 2014.; pp. 1289-1298. 7. Goić, S., "Impact of Mobbing on Health and Absenteeism among Nurses“, Referred Proceedings of the 13th International Conference of the Society for Global Business and Economic Development <i>Managing the “Intangibles”: Business and Entrepreneurship Perspectives in a Global Context</i>, Ancona – Italy, July 16-18, 2014; pp. 359–370. 8. Goić, S., "Employees older than 50 on Croatian labour market – need for a new approach", <i>Journal of Human Resource Management</i>, vol. XX, no. 2, <i>Volume 11</i>, 2017, pp. 1 – 11. 9. Goić, S., (with T. Karassavoglou, P. Polychronidou), Editor: <i>Finance in Central and Southeastern Europe</i>, Cham: Springer, 2017, DOI:10.1007/978-3-319-64662-6 10. Goić, S., Bakotić, D., Tadić, I., „Motivation of employees 50+“ <i>Procedings of the 6th Mediterranean Interdisciplinary Forum on Social Science and Humanities, MIFS 2018</i>, Kocani, Makedonija: European Scientific Institute, 2018. pp. 47-58.
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	• Web pages as the support for teaching from the following subjects: 1. Business Communication - Undergraduate Study (https://moodle.efst.hr/course/view.php?id=45) - The pages are posted in the school year 2009/10 and are actively used until today:

	- Human Resource Management - Undergraduate Study (https://moodle.efst.hr/course/view.php?id=40) - The pages are posted in the school year 2009/10 and are actively used until today; - Business Planning - Undergraduate Study (https://moodle.efst.hr/course/view.php?id=37) - The pages are posted in the school year 2009/10 and are actively used until today; - Strategic Human Resource Management - graduate study (https://moodle.efst.hr/course/view.php?id=39) - pages are posted in the school year 2009/10 and are actively used up to date. - Organization and Management of Human Resources - Specialist Graduate Study (https://moodle.efst.hr/course/view.php?id=22) - The pages are posted in the school year 2009/10 and are actively used until today.
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	- Chief researcher on the project MZOŠ "Uloga ljudskih resursa u izvođenju projekata unapređenja poslovnih procesa", MZOŠ RH, (2007-2012.) - EU Project: "Assessing and Benchmarking Financial Participation in the EU 25" (agreement ref. No. VS/2006/0770); project head: Dr. Jens Lowitzsch, 2007.-2009. - EU Project: "Development and Implementation of Common Bachelor's Degree programme in the European Context (DICBDPEC)"; (Project No: 510570-LLP-1-2010-1-SK-ERASMUS-ECDSP; Grant Agreement: 2010-3909/001-00), project head: prof. dr. Laura Gressnerová, 2011-2013. - EU Project: COST Action TU1408: "Air Transport and Regional Development" (ATARD); member of the Management Committee, 2015-2019. - ERASMUS+ Project: "Innovative Counselling to Promote the Participation of People 50+ on the Labour Market and in Societal Life", (Project No: 2016-1-DE02-KA202-003399), Grant holder University of Applied Sciences Mannheim, Hochschule der Bundesagentur für Arbeit, project head: prof. dr. Bernd-Joachim Ertelt, Role in the Project: Lead researcher of the University of Split team, 2016-2019. - ERASMUS+ Project: "Raising capacity for adult education in career counselling at the Faculty of Economics, University of Split", (Project No: 2017-1-HR01-KA104-035266), Grant holder University of Split, Faculty of Economics, project head: prof. dr. Srećko Goić, Role in the Project: project head, 2017-2018.
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?-pedagoške kompetencije?	- More than 30 years of work as a teacher at the University - Numerous programs of professional training listed above.
PRIZES AND AWARDS, STUDENT EVALUATION	

Prizes and awards for teaching and scholarly/artistic work	
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Mario Jadrić, PhD
The course he/she teaches in the proposed study programme	INFORMATION SYSTEMS IN HEALTHCARE
GENERAL INFORMATION ON COURSE TEACHER	
Address	Domovinskog rata 50, 21000 Split
Telephone number	+385 91 4430739
E-mail address	jadric@efst.hr
Personal web page	http://www.linkedin.com/in/mjadric
Year of birth	1983.
Scientist ID	292585
Research or art rank, and date of last rank appointment	
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Associate professor, 20. May 2016.
Area and field of election into research or art rank	Social science, field Information and communication sciences, branch Information systems
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	Faculty of Economics, Business and Tourism, University of Split
Date of employment	15.12.2006.
Name of position (professor, researcher, associate teacher, etc.)	Associate professor
Field of research	Business informatics
Function	
INFORMATION ON EDUCATION – Highest degree earned	
Degree	Doctor of Philosophy in Information sciences
Institution	Faculty of organization and informatics
Place	Varaždin, Croatia
Date	22.12.2010.
INFORMATION ON ADDITIONAL TRAINING	
Year	
Place	
Institution	
Field of training	
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English - 4
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name	Computer simulation (postgraduate level, doctoral study)

title of course, study programme where it is/was offered, and level of study programme)	• Business process simulation (EFST, graduate level, 1st year, course teacher) • Information systems (EFST, undergraduate level, 3rd year, course teacher) • Business Information systems (EFST, undergraduate level, 3rd year, course teacher) • E-Learning (EFST, graduate level, 1st year, course teacher)
Authorship of university/faculty textbooks in the field of the course	• Rudarenje podataka: Različiti aspekti informacijskog društva / Garača, Željko; Jadrić, Mario (ur.). Split: Ekonomski fakultet u Splitu, 2011 • Čukušić, Maja; Jadrić, Mario: E-učenje: koncept i primjena, Zagreb: Školska knjiga, 2012
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Strize, Ante; Jadrić, Mario; Čukušić, Maja: Smart City Solutions and the Potential of Using Web APIs // Handbook of Research on Creating Sustainable Value in the Global Economy / Akkucuk, Ulas (ur.). Hershey, PA: IGI Global, 2020. str. 38-54 doi:10.4018/978-1-7998-1196-1.ch003 2. Ninčević Pašalić, Ivana; Čukušić, Maja; Jadrić, Mario: Smart city research advances in Southeast Europe // International Journal of Information Management, In Press (2020), 102127, 11 doi:10.1016/j.ijinfomgt.2020.102127 3. Jadrić, M., Čukušić, M. & Garača, Ž. (2017) Analysing Students' Behaviour Patterns in Online Assessment. U: Strahonja, V. & Kirinić, V. (ur.) Proceedings of 28th International Conference 2017. Varaždin, Faculty of Organization and Informatics, University of Zagreb, str. 83-90. 4. Bralić, A., Čukušić, M. & Jadrić, M. (2015) Comparing MOOCs in m-learning and e-learning settings. U: Biljanović, P. (ur.) Proceedings of 38th International Convention MIPRO 2015.. Rijeka, Croatian Society for Information and Communication Technology, Electronics and Microelectronics - MIPRO, str. 1080-1085. 5. Jadrić, M. & Čukušić, M. (ur.) (2015) Informacijsko-komunikacijske tehnologije u cjeloživotnom učenju. Split, Ekonomski fakultet u Splitu.
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	1. Jadrić, Mario; Čukušić, Maja. Preporuke za tehnološke inovacije studijskih programa iz područja Ekonomije i Poslovne ekonomije // Preporuke za inovaciju studijskih programa iz ekonomije i poslovne ekonomije na temelju ishoda učenja / Host, Alen ; Alfirević, Nikša (ur.). Split : Ekonomski fakultet Sveučilišta u Splitu, 2016. Str. 151-191. 2. Informacijsko-komunikacijske tehnologije u cjeloživotnom učenju / Jadrić, Mario; Čukušić, Maja (ur.). Split : Ekonomski fakultet u Splitu, 2015 (monografija). 3. Čukušić, Maja; Garača, Željko; Jadrić, Mario. Online Self-Assessment and Students' Success in Higher Education Institutions. // Computers & education. 72 (2014) ; 100-109 4. Čukušić, Maja; Jadrić, Mario. E-učenje: koncept i primjena. Zagreb: Školska knjiga, 2012.

	5. Jadrić, Mario; Čukušić, Maja; Lenkić, Marina. E-učenje: Moodle u praksi. Split: Ekonomski fakultet u Splitu, 2012.
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	1. A member of the research team of MIS4SC - User-oriented process (re)design and information systems modelling – a case of smart city services - scientific project HRZZ-UIP-2017-05-7625. 2. Project manager of a bilateral Croatian-Slovenian scientific project titled "Comparative analysis of trends and success factors in developing smart cities in Slovenia and Croatia" 3. E-learning expert in HKO-ECONQUAL - Adoption of the Croatian Qualification Framework (CQF) principles in higher education institutions in the field of business and economics. 4. E-learning expert in IPA 4.1.2.2.02.02.c11 project "Let's study together" related to integration of disadvantaged groups in regular education system lead by the Faculty
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	• Academic Teaching Excellence – English as the Medium of Instruction – British Council • Development and improvement of pedagogical competencies of university teachers, Faculty of Philosophy, University of Split and CIRCO • Certified Moodle courses creator "Moodle Course Creator Certificate (MCCC)." • Author of two books related to the technological and pedagogical aspects of e-learning. • Co-editor of scientific book "Data Mining: Various aspects of the information society" that includes students papers.
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	• Awarded for valuable scientific contribution (Čukušić, Maja; Garača, Željko; Jadrić, Mario, Online Self-Assessment and Students' Success in Higher Education Institutions. // Computers & education. 72), Faculty of Economics, 2013. • Awarded for valuable scientific contribution (book "E-learning: concepts and applications"), Faculty of Economics, 2012. • Awarded for excellence based on doctoral thesis, Rotary Club Varaždin, 2011. • Awarded for excellent academic achievements, Faculty of Economics, 2010.
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Šime Jozipović, PhD
The course he/she teaches in the proposed study programme	MANDATORY LAW IN HEALTHCARE

GENERAL INFORMATION ON COURSE TEACHER	
Address	Krležina 26, 21 000 Split, Croatia
Telephone number	+3891 1 222 777
E-mail address	sjozipov@efst.hr
Personal web page	/
Year of birth	1988
Scientist ID	383123
Research or art rank, and date of last rank appointment	Research associate
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Assistant professor, 03/2019
Area and field of election into research or art rank	Social sciences, field of law
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	University of Split, University Department of Forensic Sciences
Date of employment	03.2019
Name of position (professor, researcher, associate teacher, etc.)	Assistant professor
Field of research	Law
Function	Assistant professor
INFORMATION ON EDUCATION – Highest degree earned	
Degree	Dr. sc.
Institution	Ludwig Maximilians University
Place	Munich, Germany
Date	20.2.2017.
INFORMATION ON ADDITIONAL TRAINING	
Year	2015. – 2016
Place	Cambridge, Massachusetts
Institution	Harvard, Faculty of law
Field of training	Law
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian, German
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English 5 (excellent)
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	Commercial Law, University of Split bacc. Degree program in the field of economics
Authorship of university/faculty textbooks in the field of the course	
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. The Tax Lawyer , Georgetown Law v. 69, br. 3/2016: How Can Tax Collection Be Structured to Observe and Preserve Taxpayer Rights: A Discussion of the Practice and Possibilities, co-author: K. Fogg

	2. Springer; Jozipović: The Relation of the EU State Aid Law to International Tax Law and Tax Planning, 2018. 3. Zbornik radova Pravnog fakulteta Sveučilišta u Rijeci (1991) v. 36, br. 2/2015: Odnos porezne uprave prema poreznim obveznicima u postupcima predstečajne nagodbe 4. Zbornik Pravnog fakulteta u Zagrebu, Vol.65 No.3-4 Kolovoz 2015.: Preoblikovanje tražbina vjerovnika u udjele u dužniku –usporedno pravna obilježja i ustavnopravna pitanja zaštite prava manjinskih članova društva i manjinskih vjerovnika u postupku predstečajne nagodbe co-author: A. Jukić 5. Hrvatska pravna revija br. 6/2015Uloga ministra financija u postupcima raspolaganja poreznim dugom kod preustroja poduzeća u poteškoćama hrvatsko rješenje i komparativna analiza sustava poreznih nagodbi u SAD-u i SR Njemačkoj
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	• Scholarship of the Max Planck Society (for the preparation of a doctoral thesis), summa cum laude, Feb., 2018; i 2011-2013 (for development of a master thesis) • DAAD scholarship (German National Agency for Academic Exchange) • LL.M. European and int. business law - Graduated at top of the class (Grade A) • University of Split: Deans Award (extraordinary study achievements) • First student in classto acquire the title Mag. iur. –1,5 years before the regular date (national record) • EU scholarship for an internship in the UK 2010-201 • City of Split Award for extraordinary achievements in international cooperation 2010 • Regional scholarship for excellent academic achievements 2008-2010
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	• 4,2 or higher

First and last name and title of teacher	Blanka Kačer, PhD
The course he/she teaches in the proposed study programme	LAW IN HEALTH CARE, MANDATORY LAW IN HEALTH CARE
GENERAL INFORMATION ON COURSE TEACHER	
Address	Put Radoševca 7, Split
Telephone number	+385 21 393 500
E-mail address	blanka.kacer@pravst.hr
Personal web page	www.pravst.hr/BlankaKačer
Year of birth	1979
Scientist ID	330605
Research or art rank, and date of last rank appointment	Senior scientific associate in the scientific field of social sciences, field law, 15.02.2021.
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Assistant professor, 02.02.2016.
Area and field of election into research or art rank	Social sciences, field law
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	Faculty of Law, University of Split
Date of employment	02.02.2016.
Name of position (professor, researcher, associate teacher, etc.)	Assistant professor
Field of research	Scientific field law, scientific branch civil and civil procedural law
Function	Head of the Department of the Civil Law Sciences, Faculty of Law University of Split, from 30.09.2021. Holder and co-holder of many courses at the faculty. Head of the Postgraduate Specialist Study of the Sports Law Faculty of Law University of Split from 18.06.2019.; President of the Croatian Association of the Sports Law; President of the Supervisory Board of the Croatian Association of the Civil Law Sciences and Practice
INFORMATION ON EDUCATION – Highest degree earned	
Degree	Ph. D.
Institution	Postgraduate doctoral study in civil law sciences and family law science at the Faculty of Law University Zagreb
Place	Zagreb
Date	14.11.2013.
INFORMATION ON ADDITIONAL TRAINING	
Year	
Place	
Institution	
Field of training	
Year	
Place	
Institution	
Field of training	
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English, 5
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	German, 5

Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	Co-holder / holder at the Faculty of Law, University of Split (Integrated undergraduate and graduate university study of law) of the course Civil Law 1 and of the several elective courses at the Civil Law Chair (Health Law, Personal Rights in Medical Law, Copyright, Sports Law, Doping and the Law), and in the courses at the Postgraduate Specialist Study of Medical Law (Patients Law, Civil Law in Medicine) and the Postgraduate Specialist Study of Sports Law at the Faculty of Law, University of Split (Sports Civil Law, Law of the Persons in Sports, Sport and Intellectual Property), and the course Basics of the Civil Law at the Administrative Study of the Faculty of Law, University of Split.
Authorship of university/faculty textbooks in the field of the course	
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Farmaceutsko pravo i odgovornost za štetu, osobito s aspekta povrede prava osobnosti, Medicina, pravo i družba, Pravna fakulteta Univerza v Mariboru, Maribor, 2021., str. 289.-317. 2. Pravno adekvatna uzročnost u slučajevima građanskopravne odgovornosti zbog povrede medicinskog standarda (uključujući informirani pristanak na temelju podataka dobivenih od robota), međunarodni znanstveni skup „Usluge i prava korisnika“, održan 26.06.2020., Pravni fakultet Univerziteta u Kragujevcu, Kragujevac, 2020., str. 633.- 663. (co-author Hrvoje Vojković) 3. Sraz stigmatizacije liječničke profesije i zaštite prava pacijenata kroz prizmu građanskopravne odgovornosti, Zbornik radova s međunarodnog kongresa „2. kongres KOKOZA-a i 4. kongres medicinskog prava s međunarodnim sudjelovanjem“, održan 13.- 15. ožujka 2020., Pravni fakultet Sveučilišta u Splitu, Rovinj, 2020., str. 155. -175. 4. Dokazana ili predmnjevana krivnja, međunarodni znanstveni skup „Pravo i snaga umnosti – 32. godina kopaoničke škole prirodnog prava – Slobodan Perović“, Pravni život, časopis za pravnu teoriju i praksu, Pravo i vrijeme, br. 10., Tom II, održan na Kopaoniku 13.-17.12.2019., Udruženje pravnika Srbije, Beograd, 2019., str. 617.- 633. 5. Robotika i umjetna inteligencija u medicini -građanskopravni aspekt odgovornosti za štetu, rad u zborniku radova s „28. savjetovanja Medicina, pravo i družba“, „Pravna fakulteta Univerze v Mariboru i Zdravniško društvo Maribor“, Maribor, 2019., str. 71.- 89. (co-author Hrvoje Kačer)
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	

The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Suzana Konjevoda, MD, PhD
The course he/she teaches in the proposed study programme	MANAGEMENT OF SCIENTIFIC-RESEARCH EQUIPMENT IN BIOMEDICINE
GENERAL INFORMATION ON COURSE TEACHER	
Address	Široka ulica 12, 23000 Zadar
Telephone number	+385 23 250 534; Mob: + 385 98 352 969
E-mail address	suzana.konjevoda@gmail.com
Personal web page	
Year of birth	1966.
Scientist ID	233835
Research or art rank, and date of last rank appointment	Higher Research Associate - 14.05..2015.
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Associate professor - 18.10.2017.
Area and field of election into research or art rank	Area of biomedicine and health, field of clinical medicine science, branch of ophthalmology
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	General Hospital Zadar, University of Zadar
Date of employment	01.04. 2001. ; 08.05.2015.
Name of position (professor, researcher, associate teacher, etc.)	Head of Department of Ophthalmology; Associate professor
Field of research	Biomedicine and health
Function	Head of Department of Ophthalmology
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD
Institution	School of Medicine, University of Zagreb
Place	Zagreb
Date	29.12.2005.
INFORMATION ON ADDITIONAL TRAINING	
Year	2001-2001
Place	Erlangen, Germany
Institution	UNI- KLINIKUM, Erlangen
Field of training	Biomedicine , Ophthalmology
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian

Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English - 5 (excellent)
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	• Writing Scientific projects, University of Zadar • One – year Study • Healthcare Manager • Human resources Manager
Authorship of university/faculty textbooks in the field of the course	
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. (COVIDSurg Collaborative ; GlobalSurg Collaborative) Gršić, Krešimir; Mihanović, Jakov; Đanić Hadžibegović, Suzana Konjevoda, Ana; Kopjar, Tomislav; Bitunjac, Kristina; Grulović, Karlo; Vučković, Marijana; Šantak, Goran; Borović, Emanuel; Bosak Veršić, Ana et al. <u>Timing of surgery following SARS-CoV-2 infection: an international prospective cohort study</u> // <i>Anaesthesia</i> (2021) doi:10.1111/anae.15458 2. Konjevoda, Suzana; Canovic, Samir; Pastar, Zrinjka; Tabain, Irena; Savic, Vladimir; Barbic, Ljubo; Dzelalija, Boris; Vukojevic, Katarina; Stevanovic, Vladimir; Mardesic, Snjezana et al. <u>Ophthalmic manifestations of novel coronaviruses: precautionary measures and diagnostic possibilities</u> // <i>Journal of global health</i>, 10 (2020), 1; 010340, 4 doi:10.7189/jogh.10.010340 3. Konjevoda S, Đelalija B, Čanović S. West Nile virus retinitis in a patient with neuroinvasive disease. <i>Journal of the Brazilian Society of Tropical Medicine</i> 2019;52:90065. 4. Kovačević S, Čanović S, Pavičić Didović A, Kolega MŠ, Bašić JK. Ocular surface changes in glaucoma patients related to topical medications. <i>Collegium Antropologicum</i> 2015;39(1):47-9. 5. Kovačević S, Čanović S, Pavičić AD, Kolega MŠ, Brnjac AO, Morović M. Motor ocular neuropathy caused by mefloquine. <i>Gen Med (Los Angel)</i> 2 (
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	1. Collaborator in the research project 3598,, "Genetic determinants of the glaucoma and cataracts in insolated populations". Ministry of Science and Technology of Republic of Croatia.

	2. Participat in the project "The differential diagnosis of red eye: a survey of medical practitioners from Eastern Europe and Middle East 2006. 3. Investigator: « Efficacy and Safety assessment of T1580 versus vehicle in Patients with Severe Dry Eye disease (DED) – feasibility» 4. Investigator clinical study «<i>Kontaktne leće acuvue Advance with Hydraclear</i>» 5. Investigator clinical study : „ Efficacy and Safty Assessment of T1580 versus Vehicle in Dry Eye Disease Treatment“ 6. Investigator in the project „Ocular melanoma as a part of project about early detection melanoma“ . Coordinator of the MPNE. 7. Investigator EU projekta : Early detection of skin, mucosal and ocular melanoma in cross-border area – MELAdetect INTEREG (CBC BiH - CG – HR).
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	• Course : Continuing medical education – „Education of Educators“ University of Mostra, 2019. • EU-CONEXUS International Training Week (virtual); „Virtual and Blended Teaching“
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Lana Kordić, PhD
The course he/she teaches in the proposed study programme	HEALTHCARE IN ECONOMICS COST-BENEFIT ANALYSIS OF HEALTH FACILITY INFRASTRUCTURE PROJECTS ACCORDING TO EU METHODOLOGY
GENERAL INFORMATION ON COURSE TEACHER	
Address	Ul. don Frane Bulića 68, 21000, Solin
Telephone number	+385 91 44 30 753
E-mail address	lana.kordic@efst.hr
Personal web page	/
Year of birth	1984.
Scientist ID	295024
Research or art rank, and date of last rank appointment	Senior Scientific Associate, 12.04. 2019.
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Associate Professor, 01.07.2019.
Area and field of election into research or art rank	Economy
INFORMATION ON CURRENT EMPLOYMENT	

Institution where employed	University of Split, Faculty of Economics, Business and Tourism
Date of employment	01.04.2007.
Name of position (professor, researcher, associate teacher, etc.)	Associate Professor
Field of research	Economy (Croatian Economy, public sector economics, health economics, financing infrastructure projects, public-private partnership, methodology of measuring effectiveness and efficiency of public services)
Function	n/a
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD (Kordić, L. 2013 Influence of the private sector involvement on the effectiveness and efficiency of health care provision, PhD dissertation, University of Split, Faculty of Economics, Business and Tourism)
Institution	University of Split, Faculty of Economics, Business and Tourism
Place	Split
Date	11.05.2013.
INFORMATION ON ADDITIONAL TRAINING	
Year	01.10.2011.-29.02.2012. i 04.10.2010.-24.02.2011.
Place	Ljubljana, Slovenia
Institution	University of Ljubljana, Faculty of Administration
Field of training	Health economics, methodology of measuring effectiveness and efficiency of public services, public-private partnership in health services
Year	2008.
Place	Split
Institution	University of Split, Faculty of Economics, Business and Tourism and Razbor d.o.o.
Field of training	Programme for training lectures for managing the EU programmes and projects
Year	2008.
Place	Zagreb
Institution	University of Zagreb, Faculty of Economics and Business
Field of training	Applied Econometrics Course
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English - 5
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	• Course co-teacher for: Health economics (graduate programme at the Department of social sciences University of Split, University Department of Health Studies) • Course teacher for: Financing Infrastructure Projects and PPP (graduate university study programmes Economics and Business Studies (Financial management)) • Course co-teacher: Croatian Economy (undergraduate university study programme) • Course co-teacher: EU Economics Policy, EU Industrial Policy (graduate university study programmes Economics) • Participated in the performing the lifelong learning

	<u>related to the design and implementation of the regional policy and EU funds in Croatia as follows:</u> • Design of the feasibility study for EU funds, for the Razvojna agencija Splitsko-dalmatinske županije - RaSt (2014) • Design of the pre feasibility study – Cost-Benefit Analysis, for the Razvojna agencija Splitsko-dalmatinske županije - RaSt (2013) • State aid and EU funds; Design of pre feasibility study – Cost-Benefit Analysis, for the Razvojna agencija Šibensko-kninske županije (2013) • Possibilities for funding civil sector and managing the EU projects, for the Ministry of veterans (2013-2014) • Managing the EU programmes and projects, design and project preparation (2009) • ERASMUS teacher mobility: University of Sarajevo, School of Economics and Business, topics: public sector economics, financing infrastructure projects, public-private partnership:s
Authorship of university/faculty textbooks in the field of the course	
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Kordić, L. Measuring hospital efficiency and effectiveness, in Romina Pržiklas Družeta, R., Škare, M. and Kraljević Pavelić, S. (eds.) 2021. Novel perspective in economics of personalized medicine and healthcare systems, (in press) 2. Kordić, L., Mrnjavac, Ž., Bejaković, P., 2021. Private investment in health, in Romina Pržiklas Družeta, R., Škare, M. and Kraljević Pavelić, S. (eds.) 2021. Novel perspective in economics of personalized medicine and healthcare systems, (in press) 3. Šimudić, B., Kordić, L., Mrnjavac, Ž., 2021. Health tourism in Croatia – Questioning economic impact and policy regulation, in Romina Pržiklas Družeta, R., Škare, M. and Kraljević Pavelić, S. (eds.) 2021. Novel perspective in economics of personalized medicine and healthcare systems, (in press) 4. Kordić, L., 2017. Ownership versus efficiency: A cross-country comparison of health systems, DIEM: Dubrovnik International Economic Meeting, Managing Business Growth in a Volatile Environment, Vol. 3, No. 1, 288-299. 5. Arnerić, J., Kordić, L., 2017. Contribution of Private Sector to the Effectiveness of Health Care Provision, Proceedings of the 14th International Symposium on OPERATIONAL RESEARCH, SOR'17, Zadnik Stirn, L., Kljajić Borštnar, M., Žerovnik, J., Drobne, S. (ed.), Slovenian Society Informatika – Section for Operational Research, Ljubljana, September 27-29 2017, Bled, Slovenia, 359-364.
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course	• The concept of veteran centers, for the Ministry of Veterans (2013-2014)

carried out in the last five years (5 at most)	- The Development Strategy for City of Split till 2030, for the City of Split (team member for chapter Health sector) (2018-ongoing) (2018-ongoing) - MI –jučer, danas, sutra, finance by European Social Fund (2020-ongoing)
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?-pedagoške kompetencije?	- Seminar Academic teaching Excellence – English as the Medium of Instruction, British Council, Split (2016.) - Seminar Development and improvement of pedagogical competencies of university teachers, University of Split Faculty of Humanities and social science and Centre for research and life-long learning, Split (2014.)
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	2020 – the valuable scientific paper award (Faculty of Economics, Business and Tourism, University of Split)
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Mira Krneta, PhD
The course he/she teaches in the proposed study programme	FINANCIAL MANAGEMENT IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	21000 Split, Vukovarska 113
Telephone number	+385 21 475 462; +385 98 239 987
E-mail address	mkrneta@hbor.hr ; mira.krneta@efst.hr
Personal web page	---
Year of birth	1958.
Scientist ID	092366
Research or art rank, and date of last rank appointment	Senior Research Fellow 7.5.2016.
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Associate Professor 20.5.2016.
Area and field of election into research or art rank	The scientific field of social sciences – the field of economics.
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	Croatian Bank for Reconstruction and Development
Date of employment	1.6.2004.
Name of position (professor, researcher, associate teacher, etc.)	Head of Regional Office for Dalmatia, Credit Division.
Field of research	Consultation, entrepreneurship education; HBOR financial products and activities supervision.
Function	---
INFORMATION ON EDUCATION – Highest degree earned	
Degree	Doctor of Economy, Field of Economy

Institution	University of Zagreb, Faculty of Economics.
Place	Zagreb
Date	2005.
INFORMATION ON ADDITIONAL TRAINING	
Year	2018.
Place	Zagreb
Institution	HBOR – Simulus grupa d.o.o. Zagreb
Field of training	Credit and Financial Analysis.
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English (4)
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	Italian (3)
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	---
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	University of Split, Faculty of Economics Split, university graduate study, Investments in the hotel industry, elective course.
Authorship of university/faculty textbooks in the field of the course	----
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Tomljenović Ljerka and Krneta Mira; (2019); Growth attitude small and medium enterprises in Croatia: an empirical analysis; 13 International Conference "Challenges of Europe: Growth, Competitiveness, Innovation and Well-being". 22 - 24 May, Bol - Island Brac. 2. Krneta, Mira; Alfirević, Ana Marija; Rendulić, Darko; (2017); UČINKOVITOST PODUZETNIČKOG OBRAZOVANJA – PERCEPCIJA STUDENATA U HRVATSKOJ // ICEI 2017 "The Role of Economic Thought in Modern Environment" / Kozarević, Emira ; Okičić, Jasmina (ur.). Tuzla: University of Tuzla Faculty of Economics, p. 578-592. 3. Krneta, Mira; Najev Čačija, Ljiljana; Alfirević, Ana Marija Akfirević; (2017); ASSESSING THE IMPACT OF PRIOR ENTREPRENEURSHIP EXPERIENCE ON STUDENT ENTREPRENEURIAL ATTITUDE – CASE OF CROATIA - ECONOMIC DEVELOPMENT AND ENTREPRENEURSHIP IN TRANSITION ECONOMIES: Is free trade working for transitional and developing economies? / Ateljević, Jovo ; Borović, Zoran (ur.). Banja Luka: Faculty of Economics in Banja Luka., p. 587-597. 4. Petković, S., Krneta, M. and Alfirević, A.; (2017); University Students' Entrepreneurial Intentions in

	Transitional Countries: Insights from Bosnia and Herzegovina and Croatia; https://www.researchgate.net/publication/314967159_Petkovic_S_Krneta_M_and_Alfirevic_A_2017_University_Students%27_Entrepreneurial_Intentions_in_Transitional_Countries_Insights_from_Bosnia_and_Herzegovina_and_Croatia 5. Langer, Josef; Alfirić, Nikša; Pavičić, Jurica; Krneta, Mira; (2016); Intentions and Perceptions of the Entrepreneurial Career Among Croatian Students: Initial Results of a Longitudinal Empirical Study // Contemporary Entrepreneurship: Multidisciplinary Perspectives on Innovation and Growth / Dieter Bögenhold, Jean Bonnet, Marcus Dejardin, Domingo Garcia Pérez de Lema (ur.). Cham, Switzerland: Springer International Publishing AG, p. 213-228.
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	Faculty of Economics in Split, at the graduate university study, first year - Investments in the hotel industry, 30 hours of lectures and exercises, from the academic year 2010/2011.
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	Faculty of Economics in Split, tribute for cooperation in the field of entrepreneurship and education, 2018
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Smiljana Leinert Novosel, PhD, professor emeritus
The course he/she teaches in the proposed study programme	PUBLIC RELATIONS AND CRISIS COMMUNICATION IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Petrova 1, Zagreb
Telephone number	+385 91 53 42 817
E-mail address	smiljana.leinert-novosel@zg.t-com.hr
Personal web page	

Year of birth	1952
Scientist ID	
Research or art rank, and date of last rank appointment	Full professor (since 2009) Professor emeritus (since 2019)
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	
Area and field of election into research or art rank	Social-humanistic field
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	Faculty of political science (retired)
Date of employment	1976
Name of position (professor, researcher, associate teacher, etc.)	Professor
Field of research	Research and teaching methodology with statistics; women's participation in politics; public and political communication
Function	
INFORMATION ON EDUCATION – Highest degree earned	
Degree	Professor emeritus
Institution	University of Zagreb
Place	Zagreb
Date	1 st October 2019
INFORMATION ON ADDITIONAL TRAINING	
Year	
Place	
Institution	
Field of training	
Year	
Place	
Institution	
Field of training	
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English (5)
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	Slovenian (3-4)
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	French (3)
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	- undergraduate teaching in the subject "Statistics" at the study of political science and journalism, FPZG (since 1976) - at the undergraduate level in the study of journalism FPZG, with the course "Communication" (from 2005 to 2019) - at the graduate level in the study of journalism FPZG, with the course "Media and Gender Roles" (from 2008 to 2019) - postgraduate specialist study "Foreign Policy and Diplomacy" at the Faculty of Political Science, course "Diplomatic Communication" (2011-)

	• postgraduate specialist study "Public Relations" at the Faculty of Political Science, course "Advanced Communication Skills" (2011-) • doctoral study of Political Science, at the Faculty of Political Science, course "Diplomacy and Diplomatic Communication" (2013 -) • doctoral study "Communication", University of Osijek, University of Dubrovnik, course "Research Methods in Communication Sciences", (2015-) • at the postgraduate transitional doctoral study at the Faculty of Political Science "Croatian Political System and Management" with the course "Women and Politics" (2004-2006) • postgraduate specialist study "Leadership" at the Faculty of Economics with the course "Communication" (2007-2011) • doctoral study at the Faculty of Education and Rehabilitation Sciences, course "Media Relations and Public Communication" (2007-2019)
Authorship of university/faculty textbooks in the field of the course	
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. „Women- Political Minority“ (1990), 2. „Woman on the Threshold of the 21st Century- between the Motherhood and Profession“ (1999), 3. „Statistics in information society“ (cooperation with Žužul J., Šimović V. (2008.)), 4. „Communication Compass“ (2014) and its expanded edition in 2015.
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	Managing domestic projects • 1988-1990 "Study of the reasons for insufficient representation of women in the political life of the Republic of Croatia" • 2000-2002 "Communication in Parliament with special reference to gender differences" • 2002-2004 "Employers' views on women's employment" Participation in domestic projects • 1990-2000 "Elections, parties and parliament in Croatia" • 2000-2005 "Elections, parties and parliament in Croatia" • 2006-2010 "Croatian political system, governance and public policies" • 2006-2010 "Media Culture in Contemporary Croatia: Media Pluralism and Media Policy" • 2006-2008 "Introduction of public relations at Croatian universities" • 2008-2011 "Perceptions, experiences and attitudes about gender discrimination in the Republic of Croatia" Participation in international projects • 2001-2002 Women in parliaments in CEE countries (Hungary, Croatia, Slovenia),

	2001-2004 "Institutional Framework, Socio-Economic Transformation and Political Culture in the FRY (Serbia and Montenegro) and Croatia"
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	- Science Awards 1990 - awarded the Republic Prize for scientific research in the field of studying the place and role of women in society. Professional award 2017 - Pro PR Award
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Marina Lovrinčević, PhD
The course he/she teaches in the proposed study programme	CRISIS MANAGEMENT IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Put Tršćenice 15, 21000 Split
Telephone number	tel. +385 21 430 684; mob. +385 99 2700 008
E-mail address	mlovrinc@efst.hr
Personal web page	http://www.efst.unist.hr/o-fakultetu/fakultet/djelatnici/stranice-djelatnika/detalji/mlovrinc
Year of birth	1978.
Scientist ID	295566
Research or art rank, and date of last rank appointment	Senior research fellow, 20.04.2018.
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Associate professor, 15.05.2018.
Area and field of election into research or art rank	Social sciences, Economics
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	University of Split, Faculty of Economics, Business, and Tourism
Date of employment	01.02.2003.
Name of position (professor, researcher, associate teacher, etc.)	Associate professor
Field of research	Management
Function	Associate professor and Head of the management department
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD

Institution	University of Split, Faculty of Economics, Business, and Tourism
Place	Split
Date	09.02.2012.
INFORMATION ON ADDITIONAL TRAINING	
Year	2008.
Place	Leeds, United Kingdom
Institution	Leeds Metropolitan University
Field of training	Corporate governance
Year	2006.
Place	Stoke-on-Trent, United Kingdom
Institution	Staffordshire University
Field of training	Management
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English, 5
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	Italian, 3
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	Crisis management (university graduate level course), Crisis management, Crisis management (professional graduate level course)
Authorship of university/faculty textbooks in the field of the course	
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Lovrinčević, M., Glamuzina, M., Kružić, D., Radošević, I. (2015): Who matters when crisis strikes? Identification of relevant stakeholder groups in crisis hit companies, Dynamics of organizational change: Beyond identity and reputation (Eds. Tipurić, D., Vrdoljak Raguž, I., Daraboš, M.), Pearson Education Limited, Harlow, UK, pp. 125-137, ISBN: 978-1-78447-988-6
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	1. 2015 - CA 15127 - COST Action Resilient communication services protecting end-user applications from disaster-based failures (RECODIS)
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	Training provided by the Faculty of Economics, Business, and Tourism.
PRIZES AND AWARDS, STUDENT EVALUATION	

Prizes and awards for teaching and scholarly/artistic work	• 2008 - "Mijo Mirković" award, awarded by the Faculty of Economics and Business, University of Zagreb for co-authorship in the book "Korporativno upravljanje" • 2010 - Award for the co-authorship in the monography "Utjecaj organizacijskih varijabli na uspjeh programa unapređenja poslovnih procesa", awarded by the Faculty of Economics, Business, and Tourism, University of Split • 2013 - Award for the co-authorship in the monography "Mogućnosti restrukturiranja Aluminij d.d. Mostar", awarded by the Faculty of Economics, Business, and Tourism, University of Split • 2015 - Award for the co-authorship in the book "Obiteljsko poduzetništvo", awarded by the Faculty of Economics, Business, and Tourism, University of Split
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Branka Marasović, PhD
The course he/she teaches in the proposed study programme	BUSINESS DECISION MAKING IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Marina Getaldića 5, 21000 Split
Telephone number	+385 21 430 697
E-mail address	branka.marasovic@efst.hr
Personal web page	
Year of birth	1974.
Scientist ID	274372
Research or art rank, and date of last rank appointment	Scientific adviser, 09/05/2014
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Associate Professor, 01/10/2016
Area and field of election into research or art rank	The area of Social sciences, field of Economics
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	Faculty of Economics, Business and Tourism
Date of employment	01/10/2016
Name of position (professor, researcher, associate teacher, etc.)	Associate Professor
Field of research	Quantitative Economics
Function	Head of Department of Quantitative Methods
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD, Economics
Institution	Faculty of Economics, Business and Tourism
Place	Split
Date	19./02/ 2010
INFORMATION ON ADDITIONAL TRAINING	
Year	

Place	
Institution	
Field of training	
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian language
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English language (4)
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	- Quantitative method for management, 3. year, undergraduate university study programmes Faculty of Economics, Business and Tourism, University of Split; - Methodical optimization 1, 1. year, graduate university study programmes: Industrial engineering, FESB, University of Split
Authorship of university/faculty textbooks in the field of the course	
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	- Babić, Z., T Perić, B. Marasović (2017): Production Planing in the bakery Via De Novo programming Approach, Proceedings of the 14th International Symposium on OPERATIONAL RESEARCH SOR'17, Bled, Slovenia, pp. 481-486, ISBN 978-961-6165-50-1; - Tadić, I., B. Marasović (2018): Analyze of human resource allocation in higher education applying integer linear programming, 27th International Scientific Conference on Economic and Social Development – Rome, 1-2 March 2018, Economic and Social Development: Book of Proceedings; 266-276
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	Main teacher during study at Faculty of Science, University of Split, passed exams in the methodological-psychological-didactic-pedagogical group of competences.
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	- Recognition for university textbook "Aktuarska matematika", awarded by University of Split, Faculty of Economics, Business and Tourism, December 2019. - Recognition as Distinguished Speaker, awarded by International Conference the Global Management, Finance & Information Technology Research Conference, held in New York, May 2013.

First and last name and title of teacher	Ivana Mamić Sačer, PhD
The course he/she teaches in the proposed study programme	ACCOUNTING IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Trg J. F. Kennedyja 6, 10000 Zagreb
Telephone number	+385 98 271 252
E-mail address	imamicsac@efzg.hr
Personal web page	https://www.efzg.unizg.hr/katedre-29721/racunovodstvo-29788/clanovi-29977/prof-dr-sc-ivana-mamic-sacer-30252/30252
Year of birth	1975.
Scientist ID	225985
Research or art rank, and date of last rank appointment	Znanstveni savjetnik, 2016
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Full professor, 2016
Area and field of election into research or art rank	Economy, accounting
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	Faculty of economics and business, Universty of Zagreb
Date of employment	1.2.1998.
Name of position (professor, researcher, associate teacher, etc.)	Full professor
Field of research	Accounting, International accounting, Financial statement analysis, Governmental auditing
Function	Head of the Board for FEB journals, Faculty of economics and business Zagreb
INFORMATION ON EDUCATION – Highest degree earned	
Degree	Ph. D.
Institution	Faculty of economics and business, Universty of Zagreb
Place	Zagreb
Date	13.05.2005.
INFORMATION ON ADDITIONAL TRAINING	
Year	2008, 2021
Place	Harvard, USA
Institution	Harvard Business School
Field of training	Financial reporting, entrepreneurship, online teaching
Year	2012
Place	Cambridge, UK
Institution	University of Cambridge
Field of training	Financial reporting, entrepreneurship
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English, 5
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	German, 3
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
COMPETENCES FOR THE COURSE	

Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	- Course coordinator for Governmental auditing – university diploma study - Course coordinator for Public sector auditing – postgraduate university study
Authorship of university/faculty textbooks in the field of the course	- Grupa autora (2020) Državna revizija – pretpostavka odgovornosti i transparentnosti u javnom sektoru, Ekonomski fakultet Zagreb - Žager, K., Tušek, B., Mamić Sačer, I., Sever Mališ, S., Žager, L. (2016) Računovodstvo I - Računovodstvo za neračunovođe / Žager, L. (ur.). Hrvatska zajednica računovođa i financijskih djelatnika, Zagreb
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	- Mamić Sačer, Ivana; Pavić, Ivana; Brozović, Mateja <u>Acquisition of real estate as investment property according to national and international accounting standards - case of Croatia // Ekonomski vjesnik</u>, 33 (2020), 2; 517-530 - Mamić Sačer, I; Zyznarska-Dworczak, B. (2020) <u>Assets Measurement Principles According to Croatian and Polish Accounting Standards // Croatian Economic Survey</u>, 22 (2020), 1; 41-64 doi:10.15179/ces.22.1.2 - Mamić Sačer, I; Pavić, I; Brozović, M. (2020) <u>The importance of annual reports in evaluating the performance of listed accommodation companies in Croatia // Zbornik radova RED 2020 - 9th International Scientific Symposium "Region, Entrepreneurship, Development" / Leko Šimić, Mirna ; Crnković, Boris (ur.)</u>. Osijek: Sveučilište Josipa Jurja Strossmayera u Osijeku, Ekonomski fakultet u Osijeku, 2020. str. 1103-1118 - Mamić Sačer, Ivana; Pavić, Ivana; Vuković, Dijana <u>Supreme Audit Institutions Annual Reporting to Parliament and General Public – European Union Member States Experience // Proceedings of the International Conference Theory and Applications in the Knowledge Economy TAKE 2017 – Zagreb, Croatia, 12 to 14 July 2017 / Tomé, Eduardo ; Neumann, Gaby ; Knežević, Blaženka (ur.)</u>. Zagreb: Published by Eduardo Tomé, Lisbon/Portugal (www.take-conference.com), 2017. str. 42-54 - Mamić Sačer, I. (2016) <u>Računovodstvene procjene i prosudbe povezane s nematerijalnom imovinom // Računovodstvo i financije</u>, 2016 (2016), 6; 10-12 Complete list of scientific and professional papers is available at: https://bib.irb.hr/lista-radova?autor=2225985
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	Coordinator on project „Izvršnost i učinkovitost u visokom obrazovanju u polju ekonomije – E4“ financed by European social fund (head of project: Faculty of economics, University of Split), 2020.

	2. Project manager for Croatian science foundation project STRUNA – „Building Croatian accounting terminology“, 2018.-2019. 3. Project team member: University of Zagreb (financial support for projects): „The impact of changes in accounting principles of income measurement on business performance of companies“, 2018. (Project manager: doc. dr. sc. Ivana Pavić) 4. Project manager: University of Zagreb (financial support for projects): „Advancing the model of notes to financial statements preparation, 2017. 5. Project manager University of Zagreb (financial support for projects): „Analysis of accounting estimates impact on the evaluation of biological assets and non-current assets held for sale“, 2016.
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	• 2006. – Croatian Association of Accountants and Financial Experts Award for doctoral dissertation 2008. - "Mijo Mirković" award for the book "Analiza financijskih izvještaja"
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	• Institution: The Faculty of economics and business Zagreb and the University of Zagreb • Average grades: 4,4 – 4,9 for courses „Governmental audit“ and „International Accounting“

First and last name and title of teacher	Snježana Mardešić, MD, PhD
The course he/she teaches in the proposed study programme	MANAGEMENT OF SCIENTIFIC-RESEARCH EQUIPMENT IN BIOMEDICINE
GENERAL INFORMATION ON COURSE TEACHER	
Address	Mosečka 93b, 21000 Split
Telephone number	+385 21 557 804
E-mail address	smardesi@mefst.hr
Personal web page	
Year of birth	1979.
Scientist ID	307826
Research or art rank, and date of last rank appointment	Scientific title scientific advisor – 13.11.2018.
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Associate professor 1.4.2019.
Area and field of election into research or art rank	Area of biomedicine and health, the field of basic medical science
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	University of Split School of Medicine
Date of employment	1. 7. 2008.

Name of position (professor, researcher, associate teacher, etc.)	Associate professor
Field of research	Biomedicine and health
Function	Head of Department of Histology and Embryology
INFORMATION ON EDUCATION – Highest degree earned	
Degree	Doctor of Science
Institution	University of Split School of Medicine
Place	Split
Date	10.2.2012.
INFORMATION ON ADDITIONAL TRAINING	
Year	
Place	
Institution	
Field of training	
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English (5 – excellent)
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	German - 3
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	• Writing scientific projects, School of Medicine, University of Mostar • Development of a new Management and Financial Control System of the Medical Faculty in Split
Authorship of university/faculty textbooks in the field of the course	
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Solic, I.; Racetina, A.; Filipovic, N.; Mardesic, S.; Bocina, I.; Galesic-Ljubanovic, D.; Glavina Durdov, M.; Saraga-Babic, M.; Vukojevic, K. Expression Pattern of α-Tubulin, Inversin and Its Target Dishevelled-1 and Morphology of Primary Cilia in Normal Human Kidney Development and Diseases. International Journal of Molecular Science 22 (7), 2021. 2. Boric, K.; Mardesic, S.; Martinovic Kaliterna, D.; Radic, M.; Tadin Hadjina, I.; Vukojevic, K.; Kosovic, I.; Solic, I.; Zekic Tomas, S.; Saraga-Babic, M. Expression of apoptotic and proliferation factors in gastric mucosa of patients with systemic sclerosis correlates with form of the disease. Scientific Reports 9 (1), 2019. 3. Racetin A, Raguž F, Durdov MG, Kunac N, Saraga M, Sanna-Cherchi S, Šoljić V, Martinović V, Petričević J, Kostić S, Mardešić S, Tomaš SZ, Kablar B, Restović I, Lozić M, Filipović N, Saraga-Babić M, Vukojević K. Immunohistochemical expression pattern of RIP5, FGFR1, FGFR2 and HIP2 in the normal human kidney development. Acta Histochem.;121(5):531-538, 2019.

	4. Bečić T, Bilan K, Mardešić S, Vukojević K, Saraga-Babić M. Growth factors FGF8 and FGF2 and their receptor FGFR1, transcriptional factors Msx-1 and MSX-2, and apoptotic factors p19 and RIP5 participate in the early human limb development Acta Histochem. 120(3):205-214, 2018. 5. Rancic A, Filipovic N, Marin Lovric J, Mardesic S, Saraga-Babic M, Vukojevic K; Neuronal differentiation in the early human retinogenesis. Acta Histochemica 119(3):264-272, 2017.
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	• 2018. -2023. Characterization of candidate genes for congenital anomalies of the kidney and urotract. HRZZ IP-06-2016-2575 • 2020 - 2023 participant on the project SI4CARE -Social Innovation for integrated health CARE of ageing population in ADRION Regions. • 2019. – 2023. Associate on the project "MEDICAL +: Improving the work of the Medical School Ante Kuzmanić Zadar - regional center of competence in the health sector
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	• Successfully attended the course "Continuing medical education - education of educators", University of Split, School of Medicine 2011.
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Ana Marušić, MD, PhD
The course he/she teaches in the proposed study programme	HEALTH TECHNOLOGY ASSESSMENT ETHICS IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	University of Split School of Medicine, Šoltanska 2, 21000, Split
Telephone number	+385 98 508 647, job: +385 21 558 812
E-mail address	ana.marusic@mefst.hr
Personal web page	http://www.mefst.unist.hr/nastava/katedre/istrazivanje-u-biomedicini-i-zdravstvu/nastavnici-903/prof-ana-marusic-md-phd/9657

Year of birth	1962.
Scientist ID	136152
Research or art rank, and date of last rank appointment	Scientific advisor, biomedicine and health – public health (2020)
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Full tenured professor, biomedicine and health – basic medical sciences (2008)
Area and field of election into research or art rank	Biomedicine and health: - basic medical sciences - public health
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	University of Split School of Medicine
Date of employment	2008
Name of position (professor, researcher, associate teacher, etc.)	Full tenured professor
Field of research	Anatomy, Public Health
Function	Chair, Department of Research in Biomedicine and Health
INFORMATION ON EDUCATION – Highest degree earned	
Degree	Doctor of medicine (MD), Doctor of medical sciences PhD)
Institution	University of Zagreb School of Medicine
Place	Zagreb
Date	1985 / 1989
INFORMATION ON ADDITIONAL TRAINING	
Year	1989-1990
Place	Farmington, CT, USA
Institution	University of Connecticut Health Center Medical School
Field of training	Molecular and cellular biology of bone
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English – excellent (5)
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	German – good (3)
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	French – sufficient (2)
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	- Ethics in research, mandatory course of the doctoral degree programme TRIBE - Research methodology, mandatory course of the doctoral degree programme TRIBE - Critical assessment of research articles, mandatory course of the doctoral degree programme TRIBE
Authorship of university/faculty textbooks in the field of the course	- Marušić A. Chapters 14. Scientific publication, 15. Structure of scientific article, 16. Writing scientific article. In : Marušić M, ed. Principles of research in medicine, 2nd edition. Medicinska naklada, Zagreb, 2016. - Marusic A. Approaches to the detection of research misconduct – The role of the peer review process. In: Wells F, Farthing M, ed. Fraud and Misconduct in Biomedical Research. London: The Royal Society of Medicine Press, 2008.

	• Marusic A, Haug C. The journal editor's perspective. In: Foote M, ed. Clinical trial registries. A practical guide for sponsors and researchers of medicinal products. Basel: Birkhäuser, 2006.
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Tomić V, Buljan I, Marušić A. Perspectives of key stakeholders on essential virtues for good scientific practice in research areas. Account Res. 2021 Mar 10. doi: 10.1080/08989621.2021.1900739. Epub ahead of print. 2. Ščepanović R, Labib K, Buljan I, Tjink J, Marušić A. Practices for Research Integrity Promotion in Research Performing Organisations and Research Funding Organisations: A Scoping Review. Sci Eng Ethics. 2021 Jan 27;27(1):4. 3. Wang X, Chen Y, Akl EA, Tokalić R, Marušić A, Qaseem A, Falck-Ytter Y, Lee MS, Siedler M, Barber SL, Zhang M, Chan ESY, Estill J, Kwong JSW, Okumura A, Zhou Q, Yang K, Norris SL; RIGHT working group. The reporting checklist for public versions of guidelines: RIGHT-PVG. Implement Sci. 2021 Jan 11;16(1):10. 4. Jerčić Martinić-Cezar I, Marušić A. Completeness of reporting in abstracts of randomized controlled trials in subscription and open access journals: cross-sectional study. Trials. 2019 Dec 2;20(1):669. 5. Jurić D, Bolić A, Pranić S, Marušić A. Drug-drug interaction trials incompletely described drug interventions in ClinicalTrials.gov and published articles: an observational study. J Clin Epidemiol. 2019 Oct 22;117:126-137.
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	1. Buljan I, Marušić M, Tokalić R, Viđak M, Peričić TP, Hren D, Marušić A. Cognitive levels in testing knowledge in evidence-based medicine: a cross sectional study. BMC Med Educ. 2021 Jan 7;21(1):25. 2. Roguljić M, Peričić TP, Gelemanović A, Jukić A, Šimunović D, Buljan I, Marušić M, Marušić A, Wager E. What Patients, Students and Doctors Think About Permission to Publish Patient Photographs in Academic Journals: A Cross-Sectional Survey in Croatia. Sci Eng Ethics. 2019 Sep 20. doi: 10.1007/s11948-019-00134-y. [Epub ahead of print] 3. Krnic Martinic M, Meerpohl JJ, von Elm E, Herrle F, Marusic A, Puljak L. Attitudes of editors of core clinical journals about whether systematic reviews are original research: a mixed-methods study. BMJ Open. 2019 Aug 30;9(8):e029704. 4. Buljan I, Jerončić A, Malički M, Marušić M, Marušić A. How to choose an evidence-based medicine knowledge test for medical students? Comparison of three knowledge measures. BMC Med Educ. 2018;18:290. 5. Banožić A, Buljan I, Malički M, Marušić M, Marušić A. Short- and long-term effects of retrieval practice on learning concepts in evidence-based medicine: Experimental study. J Eval Clin Pract. 2018;24:262-263.
Professional, science and artistic projects in the field of the course	1. Croatian Science Foundation "Professionalism in Health – ProHealth", 2015-2019

carried out in the last five years (5 at most)	- Croatian Science Foundation "Professionalism in Health: Decision making in practice and research – ProDeM", since 2020. - H2020-SwafS-16-2016 – EnTIRE (Mapping Normative Frameworks for Ethics and Integrity of Research), od 2017. - H2020-SwafS-2016-17 – VIRT2UE (Virtue based ethics and Integrity of Research: Train-the-Trainer program for Upholding the principles and practices of the European Code of Conduct for Research Integrity), od 2018. - H2020-SwafS-2018-1 – SOPs4RI (Standard Operating Procedures for Research Integrity SOPs4RI), od 2019.
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	Anatomy course (since 1986) and Research in Biomedicine and Health (since 1995).
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	2019.: University of Split Award for Research 2017.: Meritorious Award, Council of Science Editors 2006.: National Award for Science, Parliament of Croatia 2002.: Strossmayer's Award, Croatian Academy of Arts and Sciences 2001.: Strossmayer's Award, Croatian Academy of Arts and Sciences 1999.: National decoration for contribution to science, Ruđer Bošković order of Danica Hrvatska
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	Average grade over 4 out of max 5.

First and last name and title of teacher	Željko Mateljak, PhD
The course he/she teaches in the proposed study programme	BUSINESS MANAGEMENT IN HEALTHCARE ORGANIZATIONS
Address	Vrboran 29, 21 000 Split
Telephone number	+385 91 6146 000
E-mail address	zeljko.mateljak@efst.hr
Personal web page	-
Year of birth	1983.
Scientist ID	295421
Research or art rank, and date of last rank appointment	Senior scientific associate, 10.07.2019.
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Associate professor, 20.07.2021.

Area and field of election into research or art rank	Organization and management
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	University of Split, Faculty of Economics, Business and Tourism
Date of employment	21.05.2007.
Name of position (professor, researcher, associate teacher, etc.)	Professor
Field of research	Management, Business mergers and acquisitions, Management public sector
Function	Assistant professor
INFORMATION ON EDUCATION – Highest degree earned	
Degree	Doctor of economic science, PhD
Institution	University of Split, Faculty of Economics, Business and Tourism
Place	Split
Date	28.06.2012.
INFORMATION ON ADDITIONAL TRAINING	
Year	2017.
Place	Sarajevo, Bosnia and Herzegovina
Institution	Faculty of Economics
Field of training	Management
INFORMATION ON ADDITIONAL TRAINING	
Year	2018.
Place	Maribor, Republic of Slovenia
Institution	Faculty of Economic and Business
Field of training	Management
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English language, level 5.
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	• Management, undergraduate university study programmes Economics and Business studies and Tourism • Management, undergraduate professional study programmes Small Enterprise Management (with appropriate fields) and Tourism Operations. • Management, integrated study Industrial engineering
Authorship of university/faculty textbooks in the field of the course	• Matić, I., Pavić, I., Mateljak, Ž. (2009.): Menadžment: Priručnik za nastavu – 2. izmijenjeno izdanje, Sveučilište u Splitu, Ekonomski fakultet, Split, ISBN: 978-953-281-019-6, Rad na hrvatskom jeziku, 47 referenci. • Mateljak, Ž.; Mihanović, D.; Veža, I. (2017.): Upravljanje proizvodnjom, Sveučilište u Splitu, Ekonomski fakultet, Split, (UDK: 658.05 (075.8);

Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	ISBN: 978-953-281-077-6, Rad na hrvatskom jeziku, 408 referenci. 1. Kljajić-Dervić, M., Mateljak, Ž., Sumar, S. (2019): Identification of problems which limit an increase of effectiveness of manufacturing companies, INTERDISCIPLINARY MANAGEMENT RESEARCH XV (IMR) Book Series: Interdisciplinary Management Research-Interdisziplinäre Managementforschung, Volume: 15, pp. 465-491, ISSN 1847-0408. 2. Mateljak, Ž. (2020): Utjecaj spolne zastupljenosti u upravljačkim pozicijama na profitabilnost velikih poduzeća u Republici Hrvatskoj, Zbornik radova Veleučilišta u Rijeci, Volume: 8, No. 1, pp. 1-17, ISSN 1848-1299 (tisak), ISSN 1849-1723 (online), Rad na hrvatskom jeziku, 23 reference, Zbornika radova s međunarodnim uredništvom uz dvije međunarodne anonimne recenzije. Zbornik radova citiran u bazama: Emerging Sources Citation Index (ESCI) - Web of Science Core Collection (Clarivate Analytics - ex Thomson Reuters) te u ERIH PLUS (European Reference Index for the Humanities and Social Sciences). Časopis je uvršten u Norwegian Register for Scientific Journals, Series and Publishers („Nordic list“). 3. Mateljak, Ž., Rendulić, D., Mihanović, D. (2020): Upravljanje proizvodnjom i projektima u knjizi: Menadžment (urednici Klepić, Z., Alfrević, N., Rahimić, Z.), Sveučilište u Mostaru, Ekonomski fakultet Sveučilišta u Splitu, Ekonomski fakultet Univerziteta u Sarajevu, str. 353-384., ISBN 978-953-281-087-5, Rad na hrvatskom jeziku, 430 referenci. 4. Mateljak, Ž., Kraljević, M. (2020): Razina implementacije načela organizacijske kulture i njen utjecaj na motivaciju zaposlenika u djelatnosti osiguranja splitsko-dalmatinske županije, Zbornik radova Ekonomskog fakulteta Sveučilišta u Mostaru, Volume: 26, pp. 85-110, ISSN 1840-3255 (Tisak), ISSN 2712-1097 (Online), Rad na hrvatskom jeziku, 23 reference, Zbornika radova s međunarodnim uredništvom uz dvije međunarodne anonimne recenzije. Zbornik radova citiran u bazama: CEEOL, ROAD, Hrčak, EBSCO, EconLit (2009-2016). 5. Mateljak, Ž.; Sapunar, S. (2018.): Level of implementation strategy development of small hydroelectric sector in a function of intensity exploitation renewable energy and development energy market in the Republic of Croatia, Conference proceedings with 9th International Conference of the School of Economics and Business, ICES, Sarajevo, BiH, ISSN: 2490-3620, str. 205-223, Rad na engleskom jeziku, 17 referenci.
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	1. Mateljak, Ž. (2016.): Kada je pripajanja društava opravdano, Privredni vjesnik, 14.03.2016. godine 2. Mateljak, Ž. (2016.): AKVIZICIJE, Kako preuzeti drugu tvrtku, a ne pogriješiti, Lider, 08.07.2016. godine 3. Mateljak, Ž. (2016.): Organizacija tvrtke, Analiza iznutra i izvana alfa je i omega uspjeha, Lider, 15.10.2016. godine

	4. Mateljak, Ž. (2018.): MOTIVACIJA, Onaj tko je na višoj upravljačkoj stepenici 'grize jače', Lider, 25.05.2018. godine 5. Mateljak, Ž. (2019.): PRIPREMA PROIZVODNJE, Osam koraka koji se ne smiju preskočiti, Lider, 04.01.2019. godine
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	• November 2014. Seminar - "Development and upgrading of pedagogical competences of university teachers" provided by the Faculty of Humanities and Social • Sciences, University of Split and CIRCO - Center for Research and Development of Lifelong Learning.
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	• group award for book „Utjecaj organizacijskih varijabli na uspjeh programa unaprjeđenja poslovnih procesa“ (ur. Marin Buble) published by Faculty of Economics, Business and Tourism, by co-author, 2010. • acknowledgment for scientific paper „Utjecaj spolne zastupljenosti u upravljačkim pozicijama na profitabilnost velikih poduzeća u Republici Hrvatskoj, Zbornik radova Veleučilišta u Rijeci, Volume: 8, No. 1, pp. 1-17, ISSN 1848-1299 (tisak), ISSN 1849-1723 (online), autor, which further enriches the area of gender equality in Republic of Croatia assigned by University of Split. • acknowledgment for valuable work by Faculty of Economics, Business and Tourism in 2020. for co-author university book „Menadžment“ (urednici Klepić, Z., Alfirević, N., Rahimić, Z.) published by University of Mostar, Faculty of Economics, Business and Tourism, University of Split and Faculty of Economics, University of Sarajevo, 2020.
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	• Evaluation organizer is the Department of Quality at the University of Split. • Evaluated course: Management, average grade in academic year 2015/2016 – 4,6; in 2016/2017 – 4,3; in 2017/2018 – 4,7; in 2018/2019 – 4,6 and in 2019/2020 – 4,0

First and last name and title of teacher	Željko Mrnjavac, PhD
The course he/she teaches in the proposed study programme	HEALTHCARE IN ECONOMICS
GENERAL INFORMATION ON COURSE TEACHER	
Address	University of Split, Faculty of Economics, Business and Tourism, Cvite Fiskovića 5, 21000, Split
Telephone number	+385 91 51 70 563
E-mail address	mrnjavac@efst.hr
Personal web page	
Year of birth	1963

Scientist ID	198715
Research or art rank, and date of last rank appointment	
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Full professor tenure 2007
Area and field of election into research or art rank	Economics
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	University of Split, Faculty of Economics, Business and Tourism
Date of employment	1992
Name of position (professor, researcher, associate teacher, etc.)	Professor
Field of research	Economics
Function	
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD
Institution	University of Split, Faculty of Economics, Business and Tourism
Place	Split
Date	1996
INFORMATION ON ADDITIONAL TRAINING	
Year	
Place	
Institution	
Field of training	
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	Englisch - 4
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	German- 4
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	Italian -4
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	• Course co-teacher for: Health economics (graduate programme at the Department of social sciences University of Split, University Department of Health Studies) • Course co-teacher: Croatian Economy (undergraduate university study programme) • Course teacher: Economics Policy (undergraduate university study programme) • Course co-teacher: EU Economics Policy, EU Industrial Policy (graduate university study programmes Economics) • Course teacher: EU labor market and social policy and Infrastructure and development: Theory and policy (doctoral study at the Faculty of Economics, Business and Tourism, Split)
Authorship of university/faculty textbooks in the field of the course	

Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Kordić, L., Mrnjavac, Ž., Bejaković, P., 2021. Private investment in health, in Romina Pržiklas Družeta, R., Škare, M. and Kraljević Pavelić, S. (eds.) 2021. Novel perspective in economics of personalized medicine and healthcare systems, (in press) 2. Šimundić, B., Kordić, L., Mrnjavac, Ž., 2021. Health tourism in Croatia – Questioning economic impact and policy regulation, in Romina Pržiklas Družeta, R., Škare, M. and Kraljević Pavelić, S. (eds.) 2021. Novel perspective in economics of personalized medicine and healthcare systems, (in press) 3. Kordić, L., Mrnjavac, Ž., Šimundić, B., & Bejaković, P. (2019). Quality of Government–Scandinavia vs. South East Europe. In Investigating Spatial Inequalities. Emerald Publishing Limited. 4. P Bejaković, Ž Mrnjavac (2016) The role of the tax system and social security transfers in reducing income inequality: The case of the republic of Croatia, Ekonomski pregled 67 (5), 399-417
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	• MI –jučer, danas, sutra, finance by European Social Fund (2020-ongoing)
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	• 2020 – the valuable scientific paper award (University of Split, Faculty of Economics, Business and Tourism)
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Vinko Muštra, PhD
The course he/she teaches in the proposed study programme	EU FUNDS AND EUROPEAN PROJECT MANAGEMENT IN HEALTHCARE
GENERAL INFORMATION ON COURSE TEACHER	
Address	Cvite Fiskovića 5, 21000 Split
Telephone number	+385 21 430 771
E-mail address	vmustra@efst.hr
Personal web page	http://www.efst.unist.hr/o-fakultetu/fakultet/djelatnici/stranice-djelatnika/detalji/vmustra
Year of birth	1983.

Scientist ID	293485
Research or art rank, and date of last rank appointment	Senior scientific associate, 22.11.2019.
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Associate professor, 25.11.2019
Area and field of election into research or art rank	Social science and Humanities - Economics
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	Faculty of Economics, Business and Tourism, University of Split
Date of employment	July 2006
Name of position (professor, researcher, associate teacher, etc.)	Associate professor
Field of research	EU funds, Regional economics and policy, local and urban development, smart specialization
Function	Head of department of Economics and Dean of Faculty of economics, Business and Tourism, University of Split (from October 1,2021)
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD
Institution	Faculty of economics, Business and Tourism, University of Split
Place	Split
Date	2009-2012
INFORMATION ON ADDITIONAL TRAINING	
Year	2007-2008 (three semesters)
Place	Praha, Czech Republic
Institution	PhD programme - Center for Economic Research and Graduate Education of Charles University (CERGE)
Field of training	Economics
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English - 5
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	• Projects for EU funds, The graduate professional programme in Management, Faculty of economics, Business and Tourism, University of Split • Regional economics and policy, PhD programme, Faculty of economics, Business and Tourism, University of Split • EU Regional policy, graduate university programme, Faculty of economics, Business and Tourism, University of Split

	• Regional Development Management, undergraduate university programme, Faculty of economics, Business and Tourism, University of Split • Regional economics, undergraduate university programme, Faculty of economics, Business and Tourism, University of Split
Authorship of university/faculty textbooks in the field of the course	
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Report on regional policy implementation in Republic of Croatia as a part of European Regional Policy Research Consortium (EoRPA) and for European Policies Research Centre (EPRC), 2015 2. Report on governing and implementation of Structural funds for 2014-2020 period, as a part of IQ net programme and for European Policies Research Centre (EPRC), 2015 3. Report on regional policy implementation in Republic of Croatia as a part of European Regional Policy Research Consortium (EoRPA) and for European Policies Research Centre (EPRC), 2016 4. Report on governing and implementation of Structural funds for 2014-2020 period, as a part of IQ net programme and for European Policies Research Centre (EPRC), 2016 5. Report on implementation and efficiency financial instruments under the programme Study on improving the take up and effectiveness of Financial instruments, and for European Policies Research Centre (EPRC), 2016 6. Report on governing and implementation of Structural funds for 2014-2020 period, as a part of IQ net programme and for European Policies Research Centre (EPRC), spring 2017 7. Report on regional policy implementation in Republic of Croatia as a part of European Regional Policy Research Consortium (EoRPA) and for European Policies Research Centre (EPRC), 2017 8. Report on governing and implementation of Structural funds for 2014-2020 period, as a part of IQ net programme and for European Policies Research Centre (EPRC), autumn 2017 9. Report on governing and implementation of Structural funds for 2014-2020 period, as a part of IQ net programme and for European Policies Research Centre (EPRC Delft), spring 2018 10. Report on regional policy implementation in Republic of Croatia as a part of European Regional Policy Research Consortium (EoRPA) and for European Policies Research Centre (EPRC Delft), 2018 11. Report on technical assistance practise for administrative capacity building for 2014-2020 period, (EPRC Delft), 2018 12. Report on governing and implementation of Structural funds for 2014-2020 period and preparation for Cohesion policy 2021-2027 , as a part of IQ net

	programme and for European Policies Research Centre (EPRC Delft), autumn 2018 13. Report on governing and implementation of Structural funds for 2014-2020 period and preparation for Cohesion policy 2021-2027, as a part of IQ net programme and for European Policies Research Centre (EPRC Delft), spring 2019 14. Report on regional policy implementation in Republic of Croatia as a part of European Regional Policy Research Consortium (EoRPA) and for European Policies Research Centre (EPRC Delft), 2019 15. Report on governing and implementation of Structural funds for 2014-2020 period and preparation for cohesion policy 2021-2027, as a part of IQ net programme and for European Policies Research Centre (EPRC Delft), autumn 2019 16. Report on governing and implementation of Structural funds for 2014-2020 period and preparation for Cohesion policy 2021-2027, as a part of IQ net programme and for European Policies Research Centre (EPRC Delft), spring 2020 17. Report on regional policy implementation in Republic of Croatia as a part of European Regional Policy Research Consortium (EoRPA) and for European Policies Research Centre (EPRC Delft), 2020 18. Report on governing and implementation of Structural funds for 2014-2020 period and preparation for Cohesion policy 2021-2027, as a part of IQ net programme and for European Policies Research Centre (EPRC Delft), autumn 2020
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	1. Researcher on Horizon 2020 project HNV Link (Grant Agreement number: 696391 — HNV-Link — H2020-ISIB-2014-2015/H2020-ISIB-2015-1) 2. Participation on ERASMUS+ project: FINanacial management, Accounting and Controlling curricula development for capacity building of public administration / FINAC (2016 –2019) 3. Researcher on Horizon 2020 project SmartCulTour project (Smart Cultural Tourism as a Driver of Sustainable Development of European Regions), grant agreement number 870708 (2020-ongoing) 4. Project leader for Croatia as a part of project „Falling into the Middle-Income Trap? A Study on the Risks for EU Regions to be Caught in a Middle-Income Trap“, for London School of economics and Political science and European Commission, 2020
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-	• Education programme for lecturers on governing EU programmes and funds, 2008, organized by Faculty of economics, Business and Tourism, University of Split and Razbor d.o.o.

didactic-pedagogical group of competences?	• Cost Benefit Analysis of Investment Projects - EU Structural funds, Cohesion fund and Instrument for Pre-Accession, University of Milan, Centre for Industrial Studies, September, 2012 • Europski fondovi nakon pristupanja Europskoj uniji - Ususret novoj financijskoj perspektivi", HGK, June 2013. • Milan Summer School in Cost-Benefit Analysis of Investment Projects - The New Programming Period 2014-2020, University of Milan, Centre for Industrial Studies, September, 2014 • Development and improvement of pedagogical competencies of university teachers", University of Split, Faculty of Philosophy and CIRCO - Center for Research and Development of Lifelong Learning, Split., 17.11. 2014. – 28.11. 2014. • Longitudinal Data Analysis Using Structural Equation Modeling, Statistical Horizons LLC, Boston, lipanj 2017 • Spatial Econometrics Advanced Institute, Università Cattolica del Sacro Cuore of Rim, svibanj 2018
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	• Acknowledgment of the Faculty of Economics, University of Split for the international promotion of the Faculty of Economics in Split, 2016. - Acknowledgment from the Faculty of Economics, University of Split for the contribution during the development of the Urban Agglomeration Development Strategy Split, 2016. – • Award of the Split-Dalmatia County for the contribution during the development of the Development Strategy of the urban agglomeration Split, 2017 – • Award of the Faculty of Economics, University of Split for contribution to the organization of the XII International Scientific Conference Challenges of Europe - Innovative Responses for resilient Growth and Competitiveness, 2017 • Award of the Faculty of Economics, University of Split for contribution to the organization of the I. International Summer School, From Smart to Intelligent cities 2018 • Award of the Faculty of Economics, University of Split for contribution to the organization of the XIII International Scientific Conference Challenges of Europe, 2019 • Award of the Faculty of Economics, University of Split for contribution in the organization of II. International Summer Schools, "REGIONAL DEVELOPMENT AND POLICY - A NEW CONCEPTUALIZATION AND REALITY CHECK", 2019 • Award of the Faculty of Economics, University of Split for achievements in international cooperation - contribution in the role of main coordinator to the organization of the international conference Week of Innovative regions in Europe (WIRE XI) held with the

	support of the Directorate General for Development and Research
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	- Results of student evaluation organized by University of Split taken in period 2013-2018: - academic year: 2017/2018 - 4,5 (total global index) - academic year: 2016/2017 - 4,3 (total global index) - academic year: 2015/2016 - 4,3 (total global index) - academic year: 2014/2015 - 4,4 (total global index) - academic year: 2013/2014 - 4,5 (total global index)

First and last name and title of teacher	Ljiljana Najev Čačija, PhD
The course he/she teaches in the proposed study programme	STRATEGIC AND MARKET MANAGEMENT IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Velebitska 68, 21 000 Split
Telephone number	+385 98 299 100
E-mail address	ljnajev@efst.hr
Personal web page	
Year of birth	1971
Scientist ID	344153
Research or art rank, and date of last rank appointment	Senior scientific associate, 18.02.2021.
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Assistant professor, 11.07.2019.
Area and field of election into research or art rank	Assistant professor in social science, field of economics - marketing
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	University of Split, Faculty of Economics, Business and Tourism
Date of employment	11.07.2019.
Name of position (professor, researcher, associate teacher, etc.)	Assistant professor
Field of research	Marketing, Entrepreneurship
Function	Assistant professor
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD (Economics)
Institution	University of Split, Faculty of Economics, Business and Tourism
Place	Split – Croatia
Date	2014
INFORMATION ON ADDITIONAL TRAINING	
Year	2014
Place	Zagreb
Institution	Institut for innovation
Field of training	Market research colloquium
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English – 5

Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	Italian – 3
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	Teaches New venture strategies and Entrepreneurship at the professional and university bachelor programs, Project marketing and Project planning on the professional master program, Customer relationship management at master program of Faculty of Economics, Business and Tourism Split.
Authorship of university/faculty textbooks in the field of the course	Alfirević, Nikša; Pavičić, Jurica; Najev Čačija, Ljiljana; Mihanović, Zoran; Matković, Jelena (2013): <i>Osnove marketinga i menadžmenta neprofitnih organizacija</i> (Fundamentals of marketing and management of nonprofit organizations). Zagreb : Školska knjiga, Institut za inovacije, (approved as a textbook at the University of Split)
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	- Najev Čačija, Ljiljana (2020): „Impact of marketing activities on fundraising success trough donor’s motivation“, Proceedings of 9th international scientific symposium Region, entrepreneurship, development; Leko Šimić, M. i Crnković B. (ur.), Osijek, Hrvatska: Sveučilište Josipa Jurja Strossmayera u Osijeku, Ekonomski fakultet Osijek, 704-718, - Najev Čačija, Ljiljana; Bilač, Sanja, Džingalašević, Goran (2019): „Benchmarking Education Policies and Practices of Inclusive Education: Comparative Empirical Research—The Case of Croatia, Italy and Portugal“, in: Ingþórsson Á., Alfirević N., Pavičić J., Vican D. (Eds.) <i>Educational Leadership in Policy</i>. Cham, Palgrave Macmillan, 117-134. - Najev Čačija, Ljiljana (2016): „The nonprofit marketing process and fundraising performance of humanitarian organizations: empirical analysis.“ <i>Management: journal of contemporary management issues</i>, 21(2), 1-25. - Najev Čačija, Ljiljana; Fudurić, Morana; Dragnić, Daša (2016): „Benchmarking“, in: Krce Miočić, B.; Pavičić, J.; Alfirević, N.; Najev Čačija, Lj. (Eds.) <i>Upravljanje odgojno obrazovnom ustanovom: Menadžment i marketing u školama</i>, Sveučilište u Zadru, Zadar, 297-322. - Najev Čačija, Ljiljana; Bilač, Sanja; Klinger, Ljiljana.: (2016): <i>Upravljačke aktivnosti iz perspektive ciljnih skupina kojima se usmjeravaju</i>, in: Krce Miočić, B.; Pavičić, J.; Alfirević, N.; Najev Čačija, Lj. (Eds.) <i>Upravljanje odgojno obrazovnom ustanovom: Menadžment i marketing u školama</i>, Sveučilište u Zadru, Zadar, 355-390.
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	Alfirević, Nikša, Pavičić, Jurica; Najev Čačija, Ljiljana (2018): "Inicijalna empirijska verifikacija modela interne marketinške orijentacije za vrednovanje i unapređenje rada školskih odbora u Republici Hrvatskoj." <i>Ekonomski pregled</i> 69.5, 475-511.

Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	1. Student business incubator – student entrepreneurship program at the Faculty of Economics, Business and Tourism Split (2017-2021) 2. Service learning program at the Faculty of Economics, Business and Tourism Split (2018-) 3. Project 2015-1-HR01-KA203013080 “Student Business e-Academy”, 2017. Marketing innovation products and services SBeA online program, University of Split 4. Expert in the formulation of the Strategic marketing plan for the tourist destination of Split 2017-2021
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	• 2020 annual award of the Faculty of Economics, Business and Tourism Split for scientific work. • 2019 annual award of the Faculty of Economics, Business and Tourism Split for teaching • 2017 annual award of the Faculty of Economics, Business and Tourism Split for co-operation with the corporate sector. • 2013 annual award of the Faculty of Economics, Business and Tourism Split for a scientific achievement.
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Sandra Pepur, PhD
The course he/she teaches in the proposed study programme	FINANCIAL MANAGEMENT IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Tučepska 8, 21 000 Split
Telephone number	+385 91 1793 572
E-mail address	sandra.pepur@efst.hr
Personal web page	http://www.efst.unist.hr/o-fakultetu/fakultet/djelatnici/stranice-djelatnika/detalji/sloncar
Year of birth	1978
Scientist ID	274383
Research or art rank, and date of last rank appointment	Senior research associate (December 2013)
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Associate Professor (April 2021)
Area and field of election into research or art rank	Area social sciences, field economy, branch finance

INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	Faculty of Economics, Business and Tourism, University of Split
Date of employment	February 2003
Name of position (professor, researcher, associate teacher, etc.)	Associate Professor
Field of research	Corporate finance
Function	
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD
Institution	Faculty of Economics, Business and Tourism, University of Split
Place	Split
Date	March 9 2012
INFORMATION ON ADDITIONAL TRAINING	
Year	Listed trainings only in the last 5 years (from 2016 do 2021)
Place	Baku, Azerbaijan Madrid, Spain Maribor, Slovenia Stoke-on-Trent, UK
Institution	Ada University, School of Business, Baku, Azerbajdžan, Universidad Complutense de Madrid, Faculty of Commerce and Tourism, Madrid, Spain University of Maribor, Faculty of Economics and Business, Maribor, Slovenia Staffordshire University, Faculty of Business, Education and Law, Stoke-on-Trent, UK.
Field of training	Teaching in the field of finance; non-teaching – improvement of competencies
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English (4)
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	German (2) Slovenian (3)
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	- Financial Management 1- undergrad university programme - Financial Management 2, International Financial Management, Project Finance – graduate university programme - Fundamentals of Financial Management – undergrad professional programme - Financial Management, International Business Finance – graduate professional programme - Corporate Finance, International Financial Management – doctoral study programme
Authorship of university/faculty textbooks in the field of the course	Vidučić, Lj., Pepur, S. i Šimić Šarić, M. (2015.) Financijski menadžment, 9. dopunjeno i izmijenjeno izdanje, sveučilišni udžbenik, Zagreb, RRI-F-Plus

	Vidučić, Lj., Rimac Smiljanić, A. i Pepur, S. (2015. 2018.) Financijski menadžment: riješeni zadaci uz primjenu Excela, (Elektronička građa), Zagreb, RRIIF-Plus
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	- Ćurak, M., Pepur, S., Kovač, D., Stvara li financijska pismenost razlike u potražnji za neživotnim osiguranjima među europskim zemljama? Ekonomski pregled 71 (4), 2020. - Pepur, S., Kovač, D., Ćurak, M., Čimbenici korištenja trgovačkog kredita u SME u Hrvatskoj, Zbornik Veleučilišta u Rijeci 8 (1), 2020. - Harc, M., Pepur, S., Vidučić, Lj., Struktura kapitala-teorija i politika malih i srednjih poduzeća u Republici Hrvatskoj, monografija, HAZU, 2019. - Šimić Šarić, M., Pepur, S., Visković, J., State of the early stage market in Croatia, Economic and Social Development: Book of Proceedings, 2018. - Pelivan, I., Ćurak, M., Pepur, S. Upravljanje rizicima malih i srednjih poslovnih tvrtki u Republici Hrvatskoj, u Koški, D., Karačić, D. i Sajter, D. (ur.) Financije – teorija i suvremena pitanja, Sveučilište Josipa Jurja Strossmayera, Ekonomski fakultet, Osijek, 2018.
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	2016. - 2019. Participant in an university international project FINANCIAL management, Accounting and Curricula development for capacity building of public administration – FINAC, 573534-EPP-1-2016-1-RS-EPPKA2-CBHE-JP; Koordinator WP 6, Internal Quality, UNIST 2017. - 2019. – 2 Projects of Faculty of Economics, Business and Tourism in Split - Project FINAME PRO - Competencies for more successful lifelong learning and challenges of modern society - Project SN4SD - Competences for more successful lifelong learning and challenges of modern society - Contemporary teaching for modern society; 2014. – 2020. Scientific Research project of Faculty of Economics, Business and Tourism in Split and Croatian Bank for Reconstruction and Development (HBOR) Development Bank - effects on the economy
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	2014: Development and improvement of pedagogical competencies of university teachers, seminar organized by CIRCO Faculty of humanities and social sciences, University of Split, Faculty of Economics, Business and Tourism Split
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	2017 Award of Faculty of Economics, Business and Finance in Split for valuable scientific work for an author's article in a collective scientific work: Goić, S., Karasavoglou, A. i Polychronidou, P. (ed.),

	Finance in Central and Southeastern Europe, Cham, Switzerland, Springer International Publishing • 2012 Award of Faculty of Economics, Business and Finance in Split for scientific work for researchers/teaching assistants • 2012 Award of Faculty of Economics, Business and Finance in Split for valuable scientific work – scientific monography ed. Lj. Vidučić: Mala i srednja poduzeća: Financijska politika i ekonomsko – financijski okvir podrške, where I participated with one scientific paper. .
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Davor Perkov, PhD
The course he/she teaches in the proposed study programme	CHANGE MANAGEMENT IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Petračića 1, 10000 Zagreb
Telephone number	+385 91 6055 500
E-mail address	dperkovic@libertas.hr
Personal web page	www.perkov-savjetovanje.hr
Year of birth	1955.
Scientist ID	214711
Research or art rank, and date of last rank appointment	Associate in science 10.10.2014.
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	12.2.2020. (elected a docent)
Area and field of election into research or art rank	Economy
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	Libertas međunarodno sveučilište Zagreb
Date of employment	30.8.2006.
Name of position (professor, researcher, associate teacher, etc.)	professor
Field of research	Management
Function	
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD
Institution	Zagreb university
Place	Zagreb
Date	2012
INFORMATION ON ADDITIONAL TRAINING	
Year	
Place	
Institution	
Field of training	

MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English 5
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	French 2
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	German 3
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	Since 2005 he is a professor at Libertas university in Zagreb where he teaches courses including "Organization", "Strategic Management" and "Operating Management". At the doctoral study of International Relations, he teaches "Globalization". At VERN University he teaches "Digital Transformation and New Forms of Organizing". He is also an associate of the University College Aspira Split at Graduate MBA study of hospitality and tourism teaching "Strategic Management" and "Globalisation".
Authorship of university/faculty textbooks in the field of the course	- Perkov, D. (2019). „UPRAVLJANJE PROMJENAMA U POSLOVNOJ ORGANIZACIJI DIGITALNOG DOBA“. Zagreb: Narodne novine. Obujam: 289 str. - Horvat, Đ., Perkov, D., Trojak, N. (2017). „STRATEGIJSKO UPRAVLJANJE I KONKURENTNOST NOVOJ EKONOMIJI“. Zagreb: Effectus. (2. dop. i proš. Izd.). Obujam: 367 str.
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	- Merkaš, Z., Perkov, D., Bonin, V. (2020). "The Significance of Blockchain Technology in Digital Transformation of Logistics and Transportation". <i>International Journal of E-Services and Mobile Applications</i> (IJESMA) 12(1), 20 pages. - Perkov, D., Jurčević, M. (2018). "Features of impulse buying in Croatian retail". Osijek: Ekonomski vjesnik: Review of Contemporary Entrepreneurship, Business, and Economic Issues, 31(2), 349-360. - Merkaš, Z., Perkov, D., Miličević, P. (2017). „Managing Macroeconomic Risks by Using Statistical Simulation“. „Tourism and Development 2016: Urban Environments“ conference held at Libertas International University, Zagreb, Croatia, 1-3 Dec., 2016.
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-	He completed an education led by doc.dr.sc. Dubravka Miljković in the field of Psychology of Education and Didactics (50 hours). At the University of DIU Libertas in Zagreb in the period 15 September-15. November 1, 2014, he actively participated in the

didactic-pedagogical group of competences?	Program of Professional Development of Higher Education Teachers, in the module: Quality Education organized by the University of Zadar, Center "Stjepan Matičević"
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Ivica Pervan, PhD
The course he/she teaches in the proposed study programme	BUSINESS MANAGEMENT IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Makarska 24, 21 000 Split
Telephone number	+385 91 4430 639
E-mail address	pervan@efst.hr
Personal web page	http://www.efst.unist.hr/o-fakultetu/fakultet/djelatnici/stranice-djelatnika/detalji/pervan
Year of birth	1975.
Scientist ID	253310
Research or art rank, and date of last rank appointment	Senior Research Fellow, 07.06.2019.
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Full Professor-Tenure, 12.07.2019.
Area and field of election into research or art rank	Social Sciences, Economics
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	University of Split, Faculty of Economics, Business & Tourism
Date of employment	01.02.1998.
Name of position (professor, researcher, associate teacher, etc.)	Professor
Field of research	Accounting
Function	Vice-dean for education, Vice-dean for business affairs
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD
Institution	University of Split, Faculty of Economics, Business & Tourism
Place	Split
Date	21.12.2005.
INFORMATION ON ADDITIONAL TRAINING	
Year	2004.
Place	Bruxelles, Belgium
Institution	EIASM
Field of training	Accounting
Year	2005.

Place	Lancaster, UK
Institution	Lancaster University
Field of training	Accounting
Year	2011.
Place	Staffordshire, UK
Institution	Staffordshire University
Field of training	Accounting
Year	2012.
Place	Paris, France
Institution	HEC
Field of training	Accounting
Year	2016.
Place	Barcelona, Spain
Institution	GSE Barcelona
Field of training	Panel data
Year	2016.
Place	London, UK
Institution	Imperial College
Field of training	Survival Analysis
Year	2017.
Place	London, UK
Institution	University of Westminster
Field of training	Structural Equation Models
Year	2018.
Place	Salamanca, Spain
Institution	University of Salamanca
Field of training	Panel data
Year	2018.
Place	Huddersfield, UK
Institution	University of Huddersfield
Field of training	Structural Equation Models
Year	2019.
Place	Leuven, Belgium
Institution	University of Leuven
Field of training	Factor analysis
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English, 5
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	Managerial Accounting I. (undergraduate study Business, Faculty of Economics, Business & Tourism)
Authorship of university/faculty textbooks in the field of the course	Managerial Accounting I. – teaching material, 2020, Business, Faculty of Economics, Business & Tourism

Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Pervan, I., Dropulić, I., (2019): The impact of integrated information systems on management accounting: case of Croatia, Management, broj 24 (1), str. 21-38 2. Pervan, I., Dropulić, I., (2020): The influence of integrated information systems on the implementation of advanced managerial accounting techniques, Ekonomski vjesnik, broj 20, str. 383-395 3. Pervan, I., Dropulić, I., (2020): The influence of integrated information systems on firm financial performance, Croatian Operational Research Review, No. 11, str. 301-309.
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	• Teaching experience at Faculty of Economics, Business & Tourism • Internal educations at Faculty of Economics, Business & Tourism
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	• 2003 – reward for junior researcher Faculty of Economics, Business & Tourism • 2008 – reward for scientific excellence - Mijo Mirković, Faculty of Economics & Business Zagreb (for book Korporativno upravljanje editor D. Tipurić) • 2013 - reward for scientific excellence, Faculty of Economics, Business & Tourism
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	• University of Split Managerial Accounting I. Scale: 1-5 Avg. grade: 4,5 (2015), 4,3 (2016), 4,5 (2017), 4,5 (2018), 4,9 (2019)

First and last name and title of teacher	Branka Ramljak, PhD
The course he/she teaches in the proposed study programme	ACCOUNTING IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Barakovićeva 18, 21000 Split
Telephone number	+385 91 44 30 611
E-mail address	bramljak@efst.hr
Personal web page	http://www.efst.unist.hr/o-fakultetu/fakultet/djelatnici/stranice-djelatnika/detalji/bramljak
Year of birth	1962.
Scientist ID	165075

Research or art rank, and date of last rank appointment	Scientific adviser, 2008.
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Full professor, 2014.
Area and field of election into research or art rank	Economics, Accounting
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	University of Split, Faculty of Economics, Business and Tourism
Date of employment	4.1.1988
Name of position (professor, researcher, associate teacher, etc.)	Full professor
Field of research	Accounting. Cost Accounting, Accounting for Non-profit Organizations
Function	-
INFORMATION ON EDUCATION – Highest degree earned	
Degree	Ph.D.
Institution	University of Split, Faculty of Economics
Place	Split
Date	16.6.1999.
INFORMATION ON ADDITIONAL TRAINING	
Year	1992.
Place	Bologna, Italy
Institution	Universita de Bologna
Field of training	Prepare MsC thesis
Year	1997.
Place	Lexington, Kentucky, USA
Institution	School of Accountancy, University of Kentucky
Field of training	Prepare PhD thesis
Year	2002. and 2005.
Place	Stoke on Trent, Velika Britanija
Institution	Staffordshire University
Field of training	Analysis of undergraduate and postgraduate programmes and harmonization of curriculum subject
Year	2010.
Place	Vasteras, Sweden and Budapest, Hungary
Institution	Mälardalen University and Corvinus University
Field of training	EU project TEMPUS: „TOWARDS TO EQUITABLE AND TRANSPARENT ACCESS TO HIGHER EDUCATION IN CROATIA (ACCESS)”
Year	2011.
Place	Dresden, Germany
Institution	Technische Universität Dresden
Field of training	FP7 project „IMPLEMENTING FULL COSTING TO SUPPORT THE FINANCIAL SUSTAINABILITY OF EUROPEAN UNIVERSITIES“, Study Visit
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian language
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English language, 4
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	-

Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	-
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	• <u>PARTICIPATION IN UNDERGRADUATE STUDIES:</u> Lecturer in <i>Cost Accounting</i> - VI ° and VII °, Faculty of Economics, University of Split, then lecturer in <i>Cost Accounting</i> at the Polytechnic of Split and lecturer in <i>Cost Accounting</i> at the Faculty of Economics, University of Sarajevo (Bosnia and Herzegovina). • <u>PARTICIPATION IN UNDERGRADUATE AND GRADUATE UNIVERSITY AND PROFESSIONAL STUDIES:</u> Lecturer in the course <i>Cost Accounting I</i> at the undergraduate university study of Business Economics, specializations: <i>Accounting and Auditing</i>, Financial Management, Entrepreneurship and Management, Faculty of Economics, University of Split. Lecturer in the course <i>Cost Accounting II</i> at the graduate university study of Business Economics, Department of Accounting and Auditing, Faculty of Economics, University of Split and lecturer in the course <i>Cost Accounting</i> at the specialist graduate professional study Management, Department of Accounting, Faculty of Economics, University of Split. Lecturer in <i>Accounting of Non-Profit Organizations</i> at the undergraduate university study of Business Economics, Department of Accounting and Auditing, and the course <i>Accounting of Non-Profit Institutions</i> at the Specialist Graduate Professional Study, Department of Accounting at the Faculty of Economics, University of Split. • <u>PARTICIPATION IN POSTGRADUATE (SPECIALIST AND DOCTORAL) STUDIES:</u> Lecturer in Accounting Production and Services, Professional PDS "Accounting" Faculty of Economics, University of Split. Lecturer in <i>Cost Accounting in Business Decision Making</i> at the Postgraduate Specialist Study "Business Economics". Lecturer in <i>Cost Accounting</i> in Business Decision Making at the Doctoral Study in "Business Economics", all at the Faculty of Economics, University of Split. In addition, at the Faculty of Economics, University of Zagreb, she was engaged as a co-holder at the Postgraduate Specialist Study "Management Accounting and Internal Auditing" - subject <i>Codes of Professional Ethics of Accountants and Auditors</i>, and at the Postgraduate Specialist Study "Entrepreneurship and Entrepreneurial Management" - subject Accounting for Entrepreneurs .
Authorship of university/faculty textbooks in the field of the course	
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Meter, M., Ramljak, B., Žager, K. (2016), <i>Konceptualni model poslovnog informacijskog sustava za upravljanje poslovnim rezultatom</i>, Zbornik radova „Kontroling u praksi, Najnoviji trendovi u kontrolingu“, ur. M. Meter, Poslovna učinkovitost d.o.o. za poslovno savjetovanje, Zagreb

	2. Ramljak, B. (2016), <i>Uloga računovodstvenih politika u poslovnoj politici trgovačkih društava</i>, 51. Simpozij „Aktualne dileme i izazovi računovodstva, revizije i poreza u Republici Hrvatskoj“, Vodice 3. Ramljak, B., Perica, I., Rogošić, A. (2016), <i>Profesionalno ponašanje računovodstvenih radnika u funkciji ostvarivanja etičkih standarda</i>, Zbornik radova, Journal of Economy and Business, Posebno izdanje, ISSN 1840-3255, Ekonomski fakultet Sveučilišta u Mostaru, Mostar (BIH) 4. Ramljak, B., Perica, I., Rogošić, A. (2016), <i>Etično ponašanje profesionalnih računovođa</i>, časopis Oeconomica Jadertina, Vol. 6/No. 2, Sveučilište u Zadru, Odjel za ekonomiju, Zadar 5. Perica, I., Ramljak, B., (2016), <i>Računovodstveni sustav u funkciji kvalitetnijeg upravljanja neprofitnim sektorom</i>, INTERNATIONAL Scientific-Business Conference LIMEN 2016 Leadership & Management: Integrated Politics of Research and Innovations, Conference Proceedings / Second International Scientific-Business Conference LIMEN 2016., Association of Economists and Managers of the Balkans [etc.], Beograd, Srbija
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	-
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	-
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	-
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	• Croatian Association of Accountants and Financial Experts Award for doctoral dissertation, 03.05.2000.
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	• Institution: University of Split, Faculty of Economics, Business and Tourism Average grades: 4,8 - 5,0 Accounting of Non-Profit Institutions

First and last name and title of teacher	Velimir Srića, PhD
The course he/she teaches in the proposed study programme	CHANGE MANAGEMENT IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Trg Milovana Zoričića 23, Zagreb
Telephone number	+385 98 271 448

E-mail address	velimir@velimirsrica.com
Personal web page	https://www.velimirsrica.com/
Year of birth	1950
Scientist ID	44341
Research or art rank, and date of last rank appointment	Tenured professor, 7.03.2000.
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	
Area and field of election into research or art rank	Information Science, Innovation and Change Management
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	Faculty of Economics and Business, University of Zagreb
Date of employment	23.09.1978.
Name of position (professor, researcher, associate teacher, etc.)	Professor emeritus
Field of research	Change and ICT management
Function	
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD
Institution	Zagreb university
Place	Zagreb
Date	1978.
INFORMATION ON ADDITIONAL TRAINING	
Year	1976
Place	New York
Institution	Graduate School of Business
Field of training	MBA
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English 5
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	French 4
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	Italian 4
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	Management of change in health care, Faculty of Medicine, University of Zagreb; Health Change Management, Libertas University, Change Management, UCLA, Los Angeles, Change and Innovation Management, Faculty of Economics and Business Zagreb
Authorship of university/faculty textbooks in the field of the course	12 books, more than a hundred articles
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	- Srića V. (2016), Sve tajne harmoničnog vođenja, Algoritam i Delfin, Zagreb - Srića V. (2016), In Search of Harmony in a Disharmonious World – Leadership Manual for Change Agents and Dreamers, Algora Publishing, New York - Srića V. (2016), Creativity and Innovation Management, Amazon, Kindle Store

	4. Srića V. (2017), Sve tajne kreativnosti, Algoritam i Delfin, Zagreb 5. Kaufman I., Srića V. (2020), EmpowerUs: From Crisis to Strategic Harmony, Kitsap Publishing, USA
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	• He teaches topics in the field of Change Management and Leadership in Health Care at several postgraduate and doctoral studies in Croatia and the region.
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	• Recipient of the Fulbright Scholarship, Gerald Ford Fellowship and Eisenhower Fellowship. Four times the Mijo Mirković Award for published books. Josip Juraj Strossmayer Award for Science. Since spring 2015, he is a full member of the European Academy of Sciences and Arts.
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Neven Šerić, PhD
The course he/she teaches in the proposed study programme	BRANDING IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Makarska ul. 19, 21 000 Split
Telephone number	+385 98 931 6804
E-mail address	nseric@efst.hr
Personal web page	-
Year of birth	1965., Split
Scientist ID	284 496
Research or art rank, and date of last rank appointment	Scientific Adviser July 4, 2016
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Full Professor July 15, 2016
Area and field of election into research or art rank	Marketing
INFORMATION ON CURRENT EMPLOYMENT	

Institution where employed	Faculty of economics, business and tourism
Date of employment	1.10.2005.
Name of position (professor, researcher, associate teacher, etc.)	Professor
Field of research	Applied marketing in business economics and tourism
Function	Head of the Marketing Department
INFORMATION ON EDUCATION – Highest degree earned	
Degree	Ph.D.
Institution	Faculty of economics, business and tourism
Place	Split
Date	24.2.2006.
INFORMATION ON ADDITIONAL TRAINING	
Year	2009., 2010., 2012.
Place	Graz Austria/ Klagenfurt Austria/ Klagenfurt Austria
Institution	JFS Graz/ AAK Klagenfurt/ AAK Klagenfurt
Field of training	Branding in business practice
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English 5
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	Italian 3
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	French 3
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	- Advanced marketing, international MBA study Faculty of Economics, University of Banja Luka, Republika Srpska, mandatory course 2nd year; - Marketing Strategy, undergraduate study Marketing, EFST, mandatory course 4th year; - Product development and design, undergraduate study Marketing, EFST, mandatory course 3rd year; - Brand Management, undergraduate professional study Marketing, EFST, mandatory course 2nd year.
Authorship of university/faculty textbooks in the field of the course	- Brand management in entrepreneurship, Redak Split, 2019 ISBN 978-953-336-535-0 - Social Entrepreneurship Marketing Part I, Redak Split / Visoki Jablani Rovinj, 2018 ISBN 978-953-336-462-9 - Branding for Entrepreneurs, Redak Split, 2017, ISBN 978-953-336-409-4; 978-953-7743—97-2 - Contemporary Logistics, Redak Split, 2016, ISBN: 978-953-336-242-7; - Product Management, Redak Split, 2016, ISBN 978-953-336-293-9; - Product development and design and brand management, Faculty of Economics in Split 2009, ISBN: 978-953-281-022-6;
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	Development of business strategies based on logistics performance of the Republic of Croatia, Ekonomski Vjesnik / Econviews - Review of Contemporary Business, Entrepreneurship and Economic Issues 1/2020 p. 133 – 149

	2. Branding cities in the light of European integration - empirical research in Montenegro, Conference Proceedings VIII Jahorina Business Forum 2019, CD ROM ISSN 2303-8969 3. Branding of protected areas and National Parks: A case study of Montenegro, African Journal of Hospitality, Tourism and Leisure Volume 8 (2) - (2019) p. 1 – 9 4. Possibilities of creating a tourist brand of a coastal destination Svilaja Moseć, chapter in the peer-reviewed Proceedings of the Parish of Ogorje - Ways of Life and Faith between Svilaja and Moseć, Department of History of the Faculty of Philosophy in Split ISBN 978-953-57775-6-4, Split, 2017. p. . 467 – 486 5. Neuromarketing potential for tourist destination brand positioning, ToSee 3rd International Scientific Conference Tourism in Southern and Eastern Europe 2015, Conference proceedings ISSN: 1848-4050, University of Rijeka, Faculty of Tourism and Hospitality Management Opatija, 2015, p. 429 - 439
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	1. The benefits of introduction of concept of service learning in higher education institutions in Montenegro, panel izlaganje na Education and social sciences conference, 18.06. 2019. Barcelona Spain, IAI Academic Conference Proceedings: Education and Social Sciences Conference, ISSN 2671-3179
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	1. Stone lights - branding of Adriatic lighthouses 2. Branding of Podstrana through the destination icon Artorius Lucius Kast / King Arthur
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	• Development and improvement of pedagogical competencies of university teachers / 10 days, in the total duration of 30 teaching hours, 2014.
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	• Award for a valuable scientific work, for co-authorship of a collective scientific work, Faculty of Economics Split, December 2013. • Award for valuable scientific work, Faculty of Economics Split, December 2018.
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	• 4,8 / 5,0 • 4,7 / 4,7 • 4,8 / 4,9 • 4,8 / 4,5 • 4,6 / 4,8

First and last name and title of teacher	Blanka Šimundić, PhD
The course he/she teaches in the proposed study programme	COST-BENEFIT ANALYSIS OF MAJOR HEALTHCARE INFRASTRUCTURE INVESTMENTS FOLLOWING THE EU METHODOLOGY

	EU FUNDS AND EUROPEAN PROJECT MANAGEMENT IN HEALTHCARE
GENERAL INFORMATION ON COURSE TEACHER	
Address	Pujanke 63, 21000 Split
Telephone number	+385 21 430 728
E-mail address	blanka.simundic@efst.hr
Personal web page	
Year of birth	1977.
Scientist ID	306693
Research or art rank, and date of last rank appointment	Research Associate– September 2016.
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Assistant Professor, November 2017.
Area and field of election into research or art rank	social sciences, economy
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	University of Split, Faculty of Economics, Business and Tourism
Date of employment	November 2017.
Name of position (professor, researcher, associate teacher, etc.)	Assistant Professor
Field of research	EU Economic policy, regional development, transport and infrastructure, tourism economics, Croatian economy
Function	/
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD
Institution	University of Split, Faculty of Economics, Business and Tourism
Place	Split
Date	15.5.2015.
INFORMATION ON ADDITIONAL TRAINING	
Year	2012.
Place	Milano
Institution	University of Milan, Centre for Industrial Studies
Field of training	Milan Summer School in Cost Benefit Analysis of Investment Projects - EU Structural funds, Cohesion fund and Instrument for Pre-Accession
Year	2008.
Place	Split
Institution	University of Split, Faculty of Economics, Business and Tourism and Razbor d.o.o.
Field of training	Programme for training lectures for managing the EU programmes and projects
Year	2008.
Place	Zagreb
Institution	University of Zagreb, Faculty of Economics and Business
Field of training	Applied Econometrics Course
Year	2005.
Place	Ancona, Italy
Institution	The Faculty of Economics "Giorgio Fuà", University of Ancona
Field of training	economic development
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English – 5 (excellent)

Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	Italian – 4 (very good)
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	German– 2 (sufficient)
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	1. Projects for EU Funds. The graduate professional programme in Management, Faculty of Economics, Business and Tourism, University of Split 2. EU Economic Policy. The graduate university programme, Faculty of Economics, Business and Tourism, University of Split
Authorship of university/faculty textbooks in the field of the course	n/a
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Šimundić, B., Kordić, L., Mrnjavac, Ž., 2021. Health tourism in Croatia – Questioning economic impact and policy regulation, in Romina Pržiklas Družeta, R., Škare, M. and Kraljević Pavelić, S. (eds.) 2021. Novel perspective in economics of personalized medicine and healthcare systems, (in press) 2. Kordić, L., Šimundić, B. 2017. Health tourism in Croatia - Questioning the efficiency of special hospitals and natural spas, International Conference: Challenges Of Europe: Innovative Responses for Resilient Growth and Competitiveness, Pavić, I., Muštra, V., Visković, J. (eds.), University of Split, Faculty of Economics, Split, May 17-19 2017, Bol, Croatia, 417-432. 3. Kordić, L., Šimundić, B., 2017. The efficiency of health tourism infrastructure in Croatia, 11th International Days of Statistics and Economics, Conference Proceedings, Löster, T., Pavelka, T. (ed.), Libuše Macáková, Melandrium, September 14-16 2017, Prague, Czech Republic, 734-743. 4. Report on regional policy implementation in Republic of Croatia as a part of European Regional Policy Research Consortium (EoRPA) and for European Policies Research Centre (EPRC), yearly, from 2013. (the latest is submitted for 2021).
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	

Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	3. January, 2020. - June, 2023.: researcher on H2020 Project: SMARTCULTOUR: Smart Cultural Tourism as a Driver of Sustainable Development of European Regions, Obzor 2020 (Grant Agreement number: 870708 — SmartCulTour - H2020-SC6-TRANSFORMATIONS-2019). 4. 2019.- ongoing: the team leader for sub-chapter Economy in the development of document Strategic development program of the city of Split until 2030., University of Split. 5. 2017: researcher for LAG5 (Croatian team) for base-line scenario development for Croatian Islands – living labs, under H2020 Project: HNV LINK: High Nature Value Farming: Learning, Innovation and Knowledge (Grant Agreement number: 696391 - HNV-Link - H2020-ISIB-2014-2015/H2020-ISIB-2015-1). 6. Strategic Development Document of Urban Agglomeration Split until 2020. The City of Split, (2016.) (team member for chapter Health sector and system). 7. The one of two national experts included in the report on Croatia, as part of the Project: <i>Falling into the Middle-Income Trap? A Study on the Risks for EU Regions to be Caught in a Middle-Income Trap</i>, for LSE, London School of Economics and Political science and EC, European Commission, 2020.
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	• Seminar Academic teaching Excellence – English as the Medium of Instruction, British Council, Split (2016.)
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	• 2020: the valuable scientific paper award (Faculty of Economics, Business and Tourism, University of Split) • 2019: Special Recognition for participation in the project development and submission of accepted HORIZON 2020 Project SmartCulTour: Smart Cultural Tourism as a Driver of Sustainable Development of European Regions awarded by Faculty of Economics, Business and Tourism, University of Split • 2018. Recognition for participation in Summer School 1st edition: "FROM SMART TO INTELLIGENT CITIES" Awarded by Faculty of Economics, Business and Tourism, University of Split • 2017: Outstanding Recognition for participating in the document the Developing Strategy for Urban Agglomeration Split, Awarded by Split-Dalmatia County
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	
First and last name and title of teacher	Blanka Škrabić Perić, PhD
The course he/she teaches in the proposed study programme	BUSSINESS DECISION MAKING IN HEALTHCARE ORGANIZATIONS

GENERAL INFORMATION ON COURSE TEACHER	
Address	Osječka 36, 21000 Split
Telephone number	+385 91 44 30 778
E-mail address	bskrabic@efst.hr
Personal web page	https://www.efst.unist.hr/o-fakultetu/fakultet/djelatnici/stranice-djelatnika/detalji/bskrabic
Year of birth	1979.
Scientist ID	292596
Research or art rank, and date of last rank appointment	October 5 2018
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Associate Professor January 22 2019
Area and field of election into research or art rank	Field of Economics, branch Quantitative Economics
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	University of Split, Faculty of Economics, Business and Tourism
Date of employment	October 23 2006
Name of position (professor, researcher, associate teacher, etc.)	professor
Field of research	Quantitative Methods
Function	professor
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD
Institution	University of Split, Faculty of Economics, Business and Tourism
Place	Split
Date	October 18, 2012.
INFORMATION ON ADDITIONAL TRAINING	
Year	
Place	
Institution	
Field of training	
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English 4
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	Italian 2
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	Business decision-making, Graduate study , Regular course on Graduate University Programme Business Studies (fields Management) and optional course for other programmes
Authorship of university/faculty textbooks in the field of the course	
Professional, scholarly and artistic articles published in the last five	1. Petrić, L., Mandić, A., Pivčević, S., Škrabić Perić, B., Hell, M., Šimundić, B., Muštra, V., Mikulić, D., & Grgić,

years in the field of the course (5 works at most)	J. (2020). Report on the most appropriate indicators related to the basic concepts. Deliverable 4.1 of the Horizon 2020 project SmartCulTour (GA number 870708), published on the project web site on September 2020: http://www.smartcultour.eu/deliverables/ 2. Petrić, L., Škrabić Perić, B., Hell, M., Kuliš, Z., Mandić, A., Pivčević, S., Šimundić, B., Muštra, V., Grgić, J., Mikulić, D. (2021). Report outlining the SRT framework. Deliverable 4.2) of the Horizon 2020 project SmartCulTour (GA number 870708), published on the project web site on March, 2021: http://www.smartcultour.eu/deliverables/
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	On Faculty of Science, during her studies she passed exams from the methodological-psychological-didactic-pedagogical group
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	2014. Award for outstanding engagement in scientific and teaching work 2019. The University of Split Science Award
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Davor Štimac, PhD, MD
The course he/she teaches in the proposed study programme	QUALITY MANAGEMENT IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Podkoludrica 4, 51000 Rijeka
Telephone number	+385 51 658 122
E-mail address	davor.stimac@uniri.hr
Personal web page	
Year of birth	1962
Scientist ID	195543
Research or art rank, and date of last rank appointment	
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Full professor with tenure, 2010

Area and field of election into research or art rank	
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	Clinical Hospital Center Rijeka
Date of employment	1987
Name of position (professor, researcher, associate teacher, etc.)	Head of the Clinic for Internal Medicine, Head of the Department of Gastroenterology
Field of research	Health care
Function	Head of Clinic / Head of Department
INFORMATION ON EDUCATION – Highest degree earned	
Degree	Full professor with tenure
Institution	Faculty of Medicine
Place	Rijeka
Date	
INFORMATION ON ADDITIONAL TRAINING	
Year	1995
Place	Italy, Udine
Institution	University Hospital of Udine, Department of Gastroenterology
Field of training	Health care
INFORMATION ON ADDITIONAL TRAINING	
Year	1997
Place	Great Britain, London
Institution	The Institute of Liver Studies, King's College Hospital
Field of training	Health care
INFORMATION ON ADDITIONAL TRAINING	
Year	2000
Place	Italy, Padua
Institution	University Hospital of Padua, Department of Gastroenterology
Field of training	Health care
INFORMATION ON ADDITIONAL TRAINING	
Year	2001
Place	Zagreb / London
Institution	University of Zagreb and London School of Economics
Field of training	postgraduate studies in Health Management
INFORMATION ON ADDITIONAL TRAINING	
Year	2004
Place	Italy, Milan
Institution	San Raffaele Hospital
Field of training	Health care
INFORMATION ON ADDITIONAL TRAINING	
Year	2009
Place	USA; Cleveland
Institution	Cleveland Clinic
INFORMATION ON ADDITIONAL TRAINING	
Year	2001-2002
Place	Zagreb / London
Institution	University of Zagreb and London School of Economics
Field of training	postgraduate studies in Health Management
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English – 5
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	German - 5

Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	Italian – 5
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	• Quality control in health care systems, Graduate University Study of Nursing – Healthcare Management, first year of studies • Quality system implementation and management, Libertas International University Zagreb, first year of studies • Strategy for quality enhancement policies, Libertas International University of Zagreb, first year of studies
Authorship of university/faculty textbooks in the field of the course	
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	
PRIZES AND AWARDS	
Prizes and awards for teaching and scholarly/artistic work	• The best student at the Faculty of Medicine Rijeka, 1987 • The best student scientific paper at the Faculty of Medicine Rijeka, 1987 • Young Scientist Award - 4th United Gastroenterology Week - Berlin, 1996 • Award of the Croatian Medical Association for the best scientific work in the field of clinical medicine, 1999 • Annual award of the City of Rijeka as a member of the transplant team of the first liver transplant in Rijeka, 2007 • Annual award of the City of Rijeka for the exceptional contribution to the development of gastroenterology, 2011 • Medal of St. Vitus - Archdiocese of Rijeka, 2016 • Plaque of the Medical Faculty of the University of Mostar, 2020

First and last name and title of teacher	Ivana Tadić, PhD
The course he/she teaches in the proposed study programme	HUMAN RESOURCE MANAGEMENT IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Doverska 28, 21 000 Split
Telephone number	+385 91 586 8226

E-mail address	ivana.tadic@efst.hr
Personal web page	
Year of birth	1977.
Scientist ID	274324
Research or art rank, and date of last rank appointment	Scientific adviser, 07/06/2019
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Associate professor, April, 2018.
Area and field of election into research or art rank	Thea area of Social sciences, field of Economics
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	University of Split, Faculty of Economics, Business and Tourism
Date of employment	01/10/2001
Name of position (professor, researcher, associate teacher, etc.)	Associate professor
Field of research	Human resource management, Business planning, Management
Function	
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD, Economics
Institution	University of Split, Faculty of Economics, Business and Tourism
Place	Split
Date	11/02/2011
INFORMATION ON ADDITIONAL TRAINING	
Year	2019.
Place	Copenhagen, Denmark
Institution	InDialogue Netherlands
Field of training	Strategic management
Year	2018.
Place	Copenhagen, Denmark
Institution	InDialogue Netherlands
Field of training	Conflict management
Year	2017.
Place	Split, Croatia
Institution	British Council
Field of training	Project proposal
Year	2016.
Place	Split, Croatia
Institution	British Council
Field of training	Academic teaching excellence
Year	2016.
Place	Udine, Italy
Institution	University of Udine, Department of Economics and Statistics Sciences
Field of training	Visiting lecturer within ERASMUS program
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian language
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English language (5)
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	Italian language (2)

Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	- Human resource management, undergraduate university study programme, 3. year, University of Split, Faculty of Economics, Business and Tourism - Human resource management, undergraduate program (professional study), 2. year, University of Split, Faculty of Economics, Business and Tourism
Authorship of university/faculty textbooks in the field of the course	
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Branka Marasović, Ivana Tadić and Tea Kalinić (2019.): Optimising the number of teaching and researching staff within Croatian higher education system. Croatian Operational Research Review CRORR, vol. 10., no. 1., pp. 105-115. 2. Ivana Tadić and Laura Bulić (2019): Are there motivational differences among undergraduate and graduate students in Croatia? Proceedings of Academicsera International conference, New York, 16-17 April, 2019., pp. 28-35. 3. Bakotić Danica, Tadić Ivana and Goić Srećko. (2018.): Motivation of employees 50+. 6th Mediterranean Interdisciplinary Forum on Social Sciences and Humanities, MIFS 2018, 24.-25. May 2018., Barcelona, Spain, Proceedings, pp. 47-58. 4. Ivana Tadić and Branka Marasović (2018.): Analyze of human resource allocation in higher education applying integer linear programming. Economic and Social Development (Book of Proceedings) 27th International Scientific Conference on Economic and Social Development, Rome, Italy 01.-02. March 2018, pp. 266-276.
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	2019.-2020. International project: "Upgrading capacity for adult education in career counseling at Faculty of Economics, University of Split", organised by InDialogue, Netherlands 2017.-2018. International project: „Raising capacity for adult education in career counselling at the Faculty of Economics, University of Split“, organised by InDialogue, Netherlands 2016.-2019. International project: „Innovative Counselling to Promote the Participation of people 50+ on the Labour market in Societal Life“ (Erasmus+ project) organised by HdBA – Hochschule der Bundesagentur für Arbeit, University of Applied Labour Studies
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-	During 20 years of working career at University of Split, Faculty of Economics, Business and Tourism.

didactic-pedagogical group of competences?	
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Zoran Tomić, PhD
The course he/she teaches in the proposed study programme	PUBLIC RELATIONS AND CRISIS COMMUNICATION IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Blajburških žrtava 9b, Mostar
Telephone number	+387 63 002 004
E-mail address	zoran.tomic@sum.ba
Personal web page	www.zorantomic.net
Year of birth	1966
Scientist ID	280714
Research or art rank, and date of last rank appointment	Full professor with tenure, June 27 th , 2014
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	
Area and field of election into research or art rank	Area: social sciences; Field: information and communication; Branch: public relations
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	University of Mostar
Date of employment	1998 - 2005; 2013 - 2021
Name of position (professor, researcher, associate teacher, etc.)	Professor
Field of research	
Function	Rector
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD
Institution	University of Sarajevo
Place	Sarajevo
Date	September 15 th , 2004
INFORMATION ON ADDITIONAL TRAINING	
Year	1996
Place	Washington
Institution	The National Democratic Institute
Field of training	Communication
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English (very good - excellent)
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	

Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	Course teacher: - Public Relations, Faculty of Political Science Zagreb, 2003-2009 - Public Relations, Faculty of Humanities and Social Sciences Mostar - 2005-2021 - Crisis communication, Faculty of Humanities and Social Sciences Mostar - 2013-2017
Authorship of university/faculty textbooks in the field of the course	Textbook: <i>Odnosi s javnošću - teorija i praksa</i>, II. Izdanje, Synopsis, Zagreb-Sarajevo, 2016. (<i>Public Relations - Theory and Practice</i>, 2nd Edition)
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	- Zoran Tomić, Miro Radalj, Damir Jugo: <i>Javna komunikacija (Public communication)</i>, HUM – Časopis Filozofskog fakulteta Sveučilišta u Mostaru, vol. XV (2020), no. 23, Pressum, Mostar, 2020 - Zoran Tomić, Ivan Tomić, Davor Pavić: <i>Upravljanje impresijama/Impression management</i>, South Eastern European Journal of Communication, University of Mostar, vol. 2, no 2, Pressum, Mostar, 2020 - Zoran Tomić, Miloš Šolaja, Damir Vasilj: <i>Online odnosi s javnošću (Public relations online)</i>, Proceedings Application of New Technologies in Management - ANTiM, Volume 2. Belgrade, 2016 - Miro Jakovljević, Zoran Tomić: <i>Global and public mental health promotion for emphatic civilisation: the role of political psychocultures</i>, Psychiatria danubina no. 4, vol. 28, Zagreb, 2016
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	
PRIZES AND AWARDS	
Prizes and awards for teaching and scholarly/artistic work	- Plaque of the School of Medicine for special contribution to the work and promotion of the School of Medicine, University of Mostar, 2020 - Plaque of the Faculty of Health Studies for outstanding contribution to its development through prominent work in the scientific, teaching and professional fields as well as the promotion of the Faculty of Health Studies, University of Mostar, 2020 - Večernji list, Seal for science 2019 - Plaque of the Rectors' Assembly/Conference of Bosnia and Herzegovina for exceptional contribution to the

	development of the university through outstanding work in the scientific, teaching and professional fields and spreading the reputation of universities in Bosnia and Herzegovina and abroad, 2018 5. Plaque for scientific activity in the period from 2011 to 2015, the Faculty of Humanities and Social Sciences, University of Mostar, 2016 6. Plaque for scientific and professional work and special contribution to the promotion of the Faculty of Humanities and Social Sciences, University of Mostar, 2016 7. International award for the contribution and selfless commitment to the development of the public relations profession in Southeast Europe, PRO-PR, Zagreb, 2012 8. Charter for outstanding contribution to the development of public relations, PRIBA (Association for Public Relations in Bosnia and Herzegovina), 2010 9. Special award for the development of public relations in Bosnia and Herzegovina and the Region, NO LIMIT advertising festival - Sarajevo, 2010
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Ljiljana Vidučić, PhD
The course he/she teaches in the proposed study programme	FINANCIAL MANAGEMENT IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Dražanac 16, 21 000 Split
Telephone number	+385 91 44 30 608
E-mail address	lviducic@efst.hr
Personal web page	
Year of birth	1959.
Scientist ID	
Research or art rank, and date of last rank appointment	Full professor, 2006.
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	
Area and field of election into research or art rank	Economy, Finance
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	Faculty of Economics, Business and Tourism
Date of employment	28.03.1986.
Name of position (professor, researcher, associate teacher, etc.)	Full professor
Field of research	Finance
Function	
INFORMATION ON EDUCATION – Highest degree earned	
Degree	PhD
Institution	Center of Economic Sciences

Place	Split
Date	27.03.1990.
INFORMATION ON ADDITIONAL TRAINING	
Year	
Place	
Institution	
Field of training	
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English (5)
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	Course Financial Management: Doctoral program at Faculty of Economics University of Split, Doctoral program at University of Mostar, Postgraduate programme Faculty of Economics Split, Postgraduate programme Faculty of Economics , Mostar, University of Mostar, BiH Postgraduate programme: Finance; Strategic Management; Accounting; Auditing, at Faculty of Economics Zagreb, University of Zagreb, Postgraduate programme Finance and Insurance, Faculty of Economics, Osijek, University of Osijek
Authorship of university/faculty textbooks in the field of the course	Viducic, Pepur, Šimic Šarić (2018), Financial Management: Theory and Practice, RRiF, Zagreb
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	- Vidučić, V., Račić, M., Vidučić, (2021) Lj., Model of Cruising Tourism in Mediterranean Ports, Opatija, 133-15.05 Interdisciplinary Management Research, XVII - Vidučić, Vinko; Račić Maja; Vidučić, Ljiljana: Model of World Tourism in the Period 2000 – 2036 // <i>International Journal of Management and Applied Science (IJMAS)</i>, 5 (2019), 12; 15-18 - Harc, Martina; Pepur, Sandra; Vidučić, Ljiljana: Struktura kapitala - teorija i politika malih i srednjih poduzeća u Republici Hrvatskoj, Zagreb: Hrvatska akademija znanosti i umjetnosti, 2019 (monografija) - Vidučić, Ljiljana; Pepur, Sandra; Šimić Šarić, Marija: Financijski menadžment, 2018, RRiF, Zagreb
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-	

didactic-pedagogical group of competences?	
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	• Prize for distinguished work, 2000., Faculty of Economics, Business and Tourism, University of Split • Prize for edited scientific book, 2012., Faculty of Economics, Business and Tourism, University of Split
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Ivona Vrdoljak Raguž, PhD
The course he/she teaches in the proposed study programme	BUSINESS LEADERSHIP AND TEAM MANAGEMENT IN HEALTHCARE ORGANIZATIONS
GENERAL INFORMATION ON COURSE TEACHER	
Address	Lapadska obala 7, 20000 Dubrovnik
Telephone number	+385 20 445 925
E-mail address	ivona.vrdoljak@unidu.hr
Personal web page	https://lapis.unidu.hr/unidata/persons/docs/cvhrv52421780852.pdf
Year of birth	18.5.1979.
Scientist ID	266654
Research or art rank, and date of last rank appointment	
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Full professor, 25.9.2019.
Area and field of election into research or art rank	Social Sciences, Economics
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	University of Dubrovnik, Department of Economics and Business
Date of employment	1.3.2002.
Name of position (professor, researcher, associate teacher, etc.)	Full professor
Field of research	Organization and management
Function	University professor
INFORMATION ON EDUCATION – Highest degree earned	
Degree	Doctor of economic sciences
Institution	University of Split, Faculty of Economics
Place	Split
Date	19.6.2009.
INFORMATION ON ADDITIONAL TRAINING	
Year	2011.
Place	Leeds, Great Britain
Institution	Leeds Metropolitan University
Field of training	Strategic management and leadership
INFORMATION ON ADDITIONAL TRAINING	
Year	2012.
Place	Viana do Castelo, Portugal

Institution	Instituto Politecnico de Viana do Castelo, School of Management and Technology
Field of training	Strategic management and leadership
INFORMATION ON ADDITIONAL TRAINING	
Year	2013.
Place	Sevilla, Spain
Institution	Universidad de Sevilla, Facultad de Ciencias Económicas y Empresariales, Departamento de Economía Financiera y Dirección de Operaciones,
Field of training	Strategic management and leadership
INFORMATION ON ADDITIONAL TRAINING	
Year	2014.
Place	Palermo, Italy
Institution	Universita degli studi di Palermo, Dipartimento di Economia,
Field of training	Corporate governance and strategic management
INFORMATION ON ADDITIONAL TRAINING	
Year	2015.
Place	Gdynia, Poland
Institution	Gdynia Maritime University, Faculty of Entrepreneurship and Quality
Field of training	Corporate governance and strategic management
INFORMATION ON ADDITIONAL TRAINING	
Year	2015. and 2016.
Place	Zagreb, Croatia
Institution	World Bank
Field of training	University financing
INFORMATION ON ADDITIONAL TRAINING	
Year	2016.
Place	Ostrava, Czech Republic
Institution	Technical University Ostrava, Faculty of Economics, Ostrava, Poland
Field of training	Leadership and strategic management
INFORMATION ON ADDITIONAL TRAINING	
Year	2017.
Place	Dubrovnik, Croatia
Institution	EBRD i Raiffeisenbank Austria
Field of training	Women entrepreneurship
INFORMATION ON ADDITIONAL TRAINING	
Year	2017.
Place	Valetta, Malta
Institution	University of Malta, Faculty of Economics, Management and Accounting
Field of training	Corporate governance
INFORMATION ON ADDITIONAL TRAINING	
Year	2018.
Place	Bitola, Prilep, North Macedonia
Institution	University of Prilep, Faculty of Economics Bitola
Field of training	Leadership
INFORMATION ON ADDITIONAL TRAINING	
Year	2018.
Place	Brno, Czech Republic
Institution	Mendel University Brno, Faculty of Economics
Field of training	Strategic management
INFORMATION ON ADDITIONAL TRAINING	
Year	2018.
Place	Valencia, Spain

Institution	University of Valenica Faculty of Economics
Field of training	Leadership
INFORMATION ON ADDITIONAL TRAINING	
Year	2020.
Place	Kranj, Slovenia
Institution	Nova University, Faculty of Government and European Studies
Field of training	Leadership
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian language
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English language – 5 (excellent)
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	Italian language – 5 (excellent)
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	• Co-lecturer of the course "Organizational Behavior" at the postgraduate doctoral study of Communication, doctoral school at the University of Osijek since the academic year 2012/2013. • Lecturer at the course "Business Management" at the Department of Economics and Business, at the graduate level of the university study of Business, from the academic year 2014/2015. • Lecturer at the course "Organizational Behavior" at the specialist graduate professional study Hotel Management at the University of Dubrovnik, Department of Economics and Business from the academic year 2020/2021.
Authorship of university/faculty textbooks in the field of the course	• University textbook "Management" published by the Faculty of Economics in Sarajevo, the Faculty of Economics in Mostar and the Faculty of Economics in Split. October 2020 edition I am the co-author of the chapter "Leadership" in the mentioned university textbook.
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Vrdoljak Raguž, I., Borovac Zekan, S., The impact of authentic leadership style on knowledge sharing behavior, 4th International OFEL Conference on Governance, Management and Entrepreneurship, New Governance for Value Creation - towards Stakeholding and Participation / Tipurić, Darko, Kovač, Ivana (ur.). - Zagreb: CIRU , Dubrovnik, Croatia, 2016., pp. 615-623, ISBN: 978-953-8079-00-9 2. Vrdoljak Raguž, I., Borovac Zekan, S., Organizational culture and leadership style: key factors in the organizational adaptation process, Ekonomski vjesnik, Sveučilište u Osijeku, Ekonomski fakultet Osijek, Osijek, vol.30, no.1., 2017., pp. 209-219., ISSN: 0353-359 3. Vrdoljak Raguž, I., Čučuk, I., Managerial stress – effects and consequences, DIEM: Dubrovnik International Economic Meeting, 3(1), 2017., University of Dubrovnik, Department of Economics and Business Economics, pp. 519-532, ISSN: 1849-3645, E-ISSN: 1849-5206 4. Vrdoljak Raguž, I., Comparative Research of Dominant Leadership Styles in Large Enterprises in the Republic of Croatia. Współczesne Problemy Ekonomiczne /

	Contemporary Economic Issues, University of Szczecin, Szczecin, 14 (2017), 1, pp. 79-87, ISSN: 2081-9579 5. Klepić, Z., Vrdoljak Raguž, I., Vođenje // Menadžment / Klepić, Zdenko ; Alfirević, Nikša ; Rahimić, Zijada (ur.). Mostar, Split, Sarajevo: Sveučilište u Mostaru, Ekonomski fakultet Sveučilišta u Splitu, Ekonomski fakultet Univerziteta u Sarajevu, 2020. str. 277-313, ISBN: 978-9958-16-151-3.
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	1. Vrdoljak Raguž, I., Matic, M., Business students' attitudes towards business ethics: evidence from Croatian Universities, Management: Journal of Contemporary Management Issues, Ekonomski fakultet Split, Split, Vol. 21 (2016), Special Issue, pp. 189-205, ISSN: 1331-0194. 2. Vrdoljak Raguž, I., Hernandez – Carrion, J. R., Learning outcomes in the field of human resource management in business administration studies in the context of implementation of European Qualifications Framework (EQF) - examples from University of Valencia, Spain, and University of Dubrovnik, Croatia, 4th International Conference on Higher Education Advances (HEAd'18) / Domenech, Josep ; Merello, Paloma ; de la Poza, Elena ; Blazquez, Desamparados (ur.). – Valencia, Spain: Universitat Politècnica de Valencia, 20-22.06.2018., pp.1577-1584, ISBN: 978-84-9048-690-0. 3. Krajnović, A., Vrdoljak Raguž, I., Bosna, J., Ishodi učenja na području upravljanja ljudskim resursima i tržišta rada na ekonomskim fakultetima i sveučilišnim odjelima u RH – kritička analiza / Poslovna izvrsnost: znanstveni časopis za promicanje kulture kvalitete i poslovne izvrsnosti, 13 (2019), 1, pp. 143-164, ISSN: 1846-3355. 4. Wolska, G., Bak, I., Vrdoljak Raguž, I., Oesterreich, M., Implications of education within CSR at the example of Polish and Croatian students at universities of economics / Intellectual Economics, 13 (2019), 1; pp. 6-11, ISSN: 1822-8011.
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	• From 2015 to 2016 she was a researcher on the EU project Operational Establishment of the Technical Secretariat for Development and Promotion of the Local Partnership for Employment of the Dubrovnik-Neretva County - OPERA funded by the European Social Fund. • From 2018 to 2020 she was a researcher on the EU project "Development and promotion of the Partnership Council for the labor market and human resources development of the Dubrovnik-Neretva County - OPERA II" funded by the European Social Fund. • Since 2020, she has been the coordinator and researcher on the EU project "Start-up Nation: Croatian Thematic Network for the Development of Entrepreneurship and Self-Employment" funded by the European Social Fund
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	• Seminar "Methodological Standards for Higher Education", held at the University of Dubrovnik in April 2006. • Seminar "Methodological standards in higher education", held at the University of Dubrovnik in September 2007. • Workshop for doctoral study mentors of the Doctoral School of the Josip Juraj Strossmayer University in Osijek in September 2018.
PRIZES AND AWARDS, STUDENT EVALUATION	

Prizes and awards for teaching and scholarly/artistic work	In 2010 she won the award of the Faculty of Economics, University of Split for valuable scientific work, co-authored in the scientific monograph The impact of organizational variables on the success of business process improvement programs, (editor: Prof. Marin Buble, PhD), ISBN: 978-953-281- 024-0
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	- Evaluation organizer is the Department of Quality at the University of Dubrovnik. - Evaluated course: Business leading, average grade in academic year 2017/2018 – 5,00, in 2018/2019 – 5,00, in 2019/2020 – 5,00 and in 2020/2021 – 4,80.

First and last name and title of teacher	Katarina Vukojević, MD, PhD,
The course he/she teaches in the proposed study programme	MANAGEMENT OF SCIENTIFIC-RESEARCH EQUIPMENT IN BIOMEDICINE
GENERAL INFORMATION ON COURSE TEACHER	
Address	Table 6, 21000 Split
Telephone number	+385 21 557 800
E-mail address	katarina.vukojevic@mefst.hr
Personal web page	http://www.mefst.unist.hr/nastava/katedre/anatomija-633/nastavnici-1027/1027
Year of birth	1979.
Scientist ID	287964
Research or art rank, and date of last rank appointment	scientific title scientific advisor – 13.11.2015.
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	professor 24.11.2019.
Area and field of election into research or art rank	the area of biomedicine and health, the field of basic medical science
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	University of Split School of Medicine
Date of employment	1. 5. 2021.
Name of position (professor, researcher, associate teacher, etc.)	professor
Field of research	biomedicine and health
Function	Vice Dean for Science, Postgraduate Studies and International Cooperation
INFORMATION ON EDUCATION – Highest degree earned	
Degree	Doctor of Science (Postgraduate Doctoral Study Evidence-Based Medicine)
Institution	University of Split School of Medicine
Place	Split
Date	16.2.2009.
INFORMATION ON ADDITIONAL TRAINING	
Year	2013-2013
Place	New York, USA
Institution	Division of Nephrology, Columbia University College of Physicians and Surgeons, New York, USA
Field of training	biomedicine
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	croatian

Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English (5 – excellent)
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	• Writing scientific projects, School of Medicine, University of Mostar • Management of scientific research laboratory, School of Medicine, University of Mostar • Development of a research plan, Faculty of Medicine, University of Mostar School
Authorship of university/faculty textbooks in the field of the course	
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Capacity building for research at the University of Mostar School of Medicine. Orpheus Meeting, Iceland, 2018. 2. Benzon, B.; Vukojevic, K.; Filipovic, N.; Tomić, S.; Glavina Durdov, M. Factors That Determine Completion Rates of Biomedical Students in a PhD Programme. Educ. Sci. 2020, 10, 336. https://doi.org/10.3390/educsci10110336 3. K Novak, D Mirić, A Jurin, K Vukojević, J Aljinović, A Čarić et al. Awareness and use of evidence-based medicine databases and Cochrane Library among physicians in Croatia. Croatian medical journal 51 (2), 157-164 4. L Bošnjak, L Puljak, K Vukojević, A Marušić Analysis of a number and type of publications that editors publish in their own journals: case study of scholarly journals in Croatia. Scientometrics 86 (1), 227-233 5. AD Kulenović, K Vukojević. HOW TO IMPROVE THE VISIBILITY OF RESEARCH IN THE COUNTRIES FROM THE SCIENTIFIC PERIPHERY: A CASE STUDY. 2009 6. Određivanje uspješnosti znanstvenika koji provode klinička i biomedicinska istraživanja iz istraživačkih ustanova u Splitu, Hrvatska, 2000.-2006. 7. L Puljak, K Vukojević, S Lovrić Kojundžić, D Sapunar Croatian medical journal 49 (2), 164-174. 8. How to improve completion rates of students in PhD program Cancer Biology? K Vukojević, N Filipović, S Tomić, M Glavina Durdov. Orpheus Conference 2019; Quality Training Environments for Biomedical Research. SpliTech2017: Growing and Being Different 9. T Perković, P Šolić, S Nižetić, K Vukojević, L Patrono, JJPC Rodrigues. IEEE communications magazine 56 (6), 7-10. 10. Guest Editorial Preface: Special Issue on Enabling Infrastructures and Algorithms for e-Health Applications 11. P Šolić, L Patrono, K Vukojević, M Cvetković International Journal of E-Health and Medical Communications (IJEHMC).

Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	1. 2018. -2023. Characterization of candidate genes for congenital anomalies of the kidney and urotract. HRZZ IP-06-2016-2575 2. 2016 - 2017. Genetics of Congenital Obstructive Uropathy. NIH 2016 DK 3R01DK103184-03S1 3. 2015 - 2016 Genetics of Congenital Obstructive Uropathy. NIH 2015 DK 5R01DK103184-02 4. 2014 - 2015 Genetics of Congenital Obstructive Uropathy. NIH 2014 DK 1R01DK103184-01 5. 2014. - 2015. Genetic diagnosis of kidney and urinary tract malformations via copy number varia. 5R21DK098531-02 6. 2013 - 2014 principal investigator of the CAKUT project. The American Association of University Women (AAUW) - winner of an international fellowship. 7. 2012 - 2013 Principal Investigator in the project of the Federal Ministry of Science and Education, Bosnia and Herzegovina: "The role of alpha-tubulin, Ki-67 and Oct-4 in the early development of the spinal cord." 8. 2010 - 2013 participation in "Molecular Memory in Diabetic Neuropathy" (HRZZ) 9. 2010 - 2012 Principal Investigator in the project of the Federal Ministry of Science and Education, Bosnia and Herzegovina: "Expression of Zap-70 proliferative activity of leukemic cells in B-cell chronic lymphocytic leukemia". 10. 2007 - 2008 participation in the project of the Federal Ministry of Science and Education, Bosnia and Herzegovina "Development of the peripheral nervous system in humans", 11. 2007 - 2013 associate in the project MZO, Croatia: "Gene expression during early human development" 12. 2006 - 2011 associate on the Croatian-Slovenian project "biomarkers of normal and impaired development and associated diseases". 13. 2006 - 2007 participant in the project of the Federal Ministry of Science and Education, Bosnia and Herzegovina: "Factors of early differentiation and carcinogenesis of human ovaries"
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	• Pilot train-the-trainer workshop at the University of Mostar. 2019. HEIRRI • Media training. Medils, June 2020 • Journal of Molecular Histology -EM Online Training for Editors - 25th March 2021 • Successfully attended the course "Continuing medical education - education of educators", University of Split, School of Medicine 2009.
PRIZES AND AWARDS, STUDENT EVALUATION	
Prizes and awards for teaching and scholarly/artistic work	• Scientific and professional awards:

	• 12/2020 Rector's Award for Science for 2019 in the field of biomedicine and health. University of Mostar • 02/2020 Rector's Award for Science for 2019 in the field biomedicine and health. University of Split. • 03/2019 Dean's Award for the best scientific research project. Faculty of Medicine, University of Split • 03/2021 Dean's award for the best teacher at the study of dental medicine. School of Medicine, University of Split • 07/2014 American Association of University Woman (AAUW) Award for the best poster: • 09/2015 48th European pediatric nephrology congress, Brussels, Belgium
Results of student evaluation taken in the last five years for the course that is comparable to the course described in the form (evaluation organizer, average grade, note on grading scale and course evaluated)	

First and last name and title of teacher	Ljubo Znaor, PhD, MD
The course he/she teaches in the proposed study programme	HEALTH TECHNOLOGY ASSESSMENT
GENERAL INFORMATION ON COURSE TEACHER	
Address	Marina Držića 10, Split
Telephone number	+385 91 505 2181
E-mail address	lznaor@kbsplit.hr
Personal web page	
Year of birth	1976
Scientist ID	300896
Research or art rank, and date of last rank appointment	Senior Research Associate
Research-and-teaching, art-and-teaching or teaching rank, and date of last rank appointment	Assistant professor
Area and field of election into research or art rank	Area of Biomedicine and Healthcare, Field of Clinical Medical Sciences
INFORMATION ON CURRENT EMPLOYMENT	
Institution where employed	University Hospital of Split; The School of Medicine, University of Split
Date of employment	University Hospital of Split - January 2004; The School of Medicine, University of Split - November 2016
Name of position (professor, researcher, associate teacher, etc.)	Ophthalmologist, Assistant Professor
Field of research	Ophthalmology
Function	Physician
INFORMATION ON EDUCATION – Highest degree earned	
Degree	Assistant professor
Institution	The School of Medicine, University of Split
Place	Split
Date	June 2015

INFORMATION ON ADDITIONAL TRAINING	
Year	2009, 2010, 2011
Place	Vienna, Austria
Institution	Rudolfstiftung Hospital
Field of training	Vitreoretinal surgery
MOTHER TONGUE AND FOREIGN LANGUAGES	
Mother tongue	Croatian
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	English - 5
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	Italian - 5
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	Spanish - 5
Foreign language and command of foreign language on a scale from 2 (sufficient) to 5 (excellent)	French - 3
COMPETENCES FOR THE COURSE	
Earlier experience as course teacher of similar courses (name title of course, study programme where it is/was offered, and level of study programme)	Lecturer at the elective course "Evidence-Based Neuro-ophthalmology" at the Postgraduate Doctoral Study EBM at the School of Medicine in Split
Authorship of university/faculty textbooks in the field of the course	Author of the chapter "Ocular and orbital pain" in the book: "Pain - Causes and Treatment"
Professional, scholarly and artistic articles published in the last five years in the field of the course (5 works at most)	1. Medic, A., Jukic, T., Matas, A., Vukojevic, K., Sapunar, A., Znaor, L. Effect of preoperative topical diclofenac on intraocular interleukin-12 concentration and macular edema after cataract surgery in patients with diabetic retinopathy: a randomized controlled trial. Croat Med J. 2017; 58:49-55. 2. Matas, A., Filipovic, N., Znaor, L., Mardesic, S., Saraga-Babic, M., Vukojevic, K. Interplay of proliferation and differentiation factors is revealed in the early human eye development. Graefe's archive for clinical and experimental ophthalmology = Albrecht von Graefes Archiv für klinische und experimentelle Ophthalmologie 2015; 253:2187-2201.
Professional and scholarly articles published in the last five years in subjects of teaching methodology and teaching quality (5 works at most)	
Professional, science and artistic projects in the field of the course carried out in the last five years (5 at most)	
The name of the programme and the volume in which the main teacher passed exams in/acquired the methodological-psychological-didactic-pedagogical group of competences?	
PRIZES AND AWARDS	

Prizes and awards for teaching and scholarly/artistic work	Public acknowledgment from the Croatian Medical Association, 2018
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3.4. Optimal number of students

In line with the available space and equipment owned by the Faculty of Economics, Business and Tourism, and the number of employed teachers and associates who will teach at the course of study, the optimal number of students who can enroll in the study is 40 students.

3.5. Estimate of costs per student

Estimated study costs amount to HRK 35,000 per year per student.

3.6. Plan of procedures of study programme quality assurance

In keeping with the European standards and guidelines for internal quality assurance in higher education institutions (according to “Standards and Guidelines of Quality Assurance in the European Higher Education Area”) on the basis of which the University of Split defines procedures for quality assurance, the proposer of the study programme is obliged to draw up a plan of procedures of study programme quality assurance.	
Documentation on which the quality assurance system of the constituent part of the University is based:	
✓ Ordinance on quality assurance and improvement of the Faculty of Economics, Business and Tourism in Split, (adopted on October 23, 2018, entered into force on November 2, 2018)	
✓ Quality Manual following the ESG 2015 and ASHE 2018 guidelines of the Faculty of Economics, Business and Tourism in Split (adopted on October 19, 2018, entered into force on October 23, 2018)	
Description of procedures for evaluation of the quality of study programme implementation:	
- For each procedure the method needs to be described (most often questionnaires for students or teachers, and self-evaluation questionnaire), name the body conducting evaluation (constituent part, university office), method of processing results and making information available, and timeframe for carrying out evaluation - If procedure is described in an attached document, name the document and the article. ✓ Student evaluation of teaching at the postgraduate level and the programmes of the Centre for Lifelong Learning and Adult Education, QP-66, adopted 11-03-2020 ✓ Questionnaire for evaluating the quality of teachers' work and teaching by postgraduate specialist studies students QF65-1b, 20-12-2019	
Evaluation of the work of teachers and part-time teachers	Upon completion of the course, an electronic evaluation of the quality of teaching by students is conducted using a Questionnaire prepared by the Quality Improvement Committee in cooperation with the heads of postgraduate studies and approved by the Dean as an integral part of the quality management system of the Faculty of Economics, Business and Tourism. The results of the evaluation of the quality of teaching by students are analyzed at the sessions of the Quality

	Improvement Committee, and are confirmed at the sessions of the Faculty Council of the Faculty of Economics, Business and Tourism, University of Split. The results of student evaluation of the quality of teaching are published on the intranet and are available to the teaching staff and students of the Faculty of Economics, Business and Tourism, University of Split.
Monitoring of grading and harmonization of grading with anticipated learning outcomes	The assessment of students is carried out through written and oral exams, which assess the acquisition of the main learning outcomes of the course.
Evaluation of availability of resources (spatial, human, IT) in the process of learning and instruction	Evaluation is carried out by regular annual internal and quality management system audits of the Faculty of Economics, Business and Tourism, University of Split, where information is collected through interviews with representatives of all stakeholders and by observing the process and activities and checking records (e.g., survey of library users). An internal evaluation procedure following the ESG guidelines is conducted by the appointed Commission at least once in two academic years.
Availability and evaluation of student support (mentorship, tutorship, advising)	Students can attend consultation with their teachers during their studies. The Decree of the Dean prescribes the number of consultation hours for teachers and external associates, ensuring they are also available to part-time students. In the second semester of the postgraduate specialist studies, the student chooses a mentor who advises him/her on the preparation of the final thesis.
Monitoring of student pass/fail rate by course and study programme as a whole	It is not conducted at the Postgraduate level.
Student satisfaction with the programme as a whole	It is not conducted at the Postgraduate level.
Other evaluation procedures carried out by the proposer	
Description of procedures for informing external stakeholders on the study programme (students, employers, alumni)	This study programme is publicly available on the Faculty of Economics, Business and Tourism, University of Split website.

ATTACHMENTS: