



UBT FACULTY OF SPORT AND MOVEMENT SCIENCE

STAFF DEVELOPMENT PLAN FOR THE FACULTY OF SPORT AND MOVEMENT SCIENCE 2021-2026

The Staff development plan of the Faculty of Sport Science and Movement has the following key objectives:

- To provide a framework for improvement of pedagogical skills of academic staff;
- Advance full-time academic staff to higher academic titles based on internal Regulation of UBT on standards for election of academic staff into higher academic titles.
- Embed all staff development activity into the Sport Faculty's academic calendar.
- Support for the academic staff in participation in national and international conferences,
- English language and academic writing training,
- Financial support for research and publication
- Research methodology and statistics
- Increase the gender balance of academic staff,
- Application of advanced teaching methodologies and the use of technology in teaching

The action plan for the implementation of staff development strategic objectives of the Faculty of Sport are presented below:

Staff Development Action Plan 2021-2026

Strategic Goals	Actions	Persons responsible	Target	Timeframe
Goal 1: To provide a framework for the improvement of the pedagogical skills of academic staff;	Draft and adopt in the Faculty Council the framework for improvement of pedagogical skills and quality of instruction of academic staff	Dean, Faculty Sub-Committee	Effective and comprehensive framework that improves the quality of legal instruction and develops the	2021-2022



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			pedagogical skills of staff in continuity	
Goal 2: Advance full-time academic staff to higher academic titles based on internal Regulation of UBT on standards for election of academic staff into higher academic titles.	Conduct a staff situation survey to see where they stand in terms of Regulation. criteria and ask from academic staff an individual promotion plan that is integrated into Faculty Staff Promotion Plan and Staff Support Plan.	Dean, academic staff	80 % of staff promoted to Assistant Professor; 30 % to Associate Professor 10 % to Full Professor	2021-2026
Goal 3: Embed all staff development activity into the Sport Faculty's academic calendar.	Integrate staff development activities in the next academic calendar	Dean	Full integration of staff development activities into the academic calendar	September 2022
Goal 4: Support for the academic staff in participation in national and international conferences	Financial support for participation in international conferences	Rector, Research Office at UBT	Increase of participation of the academic staff in international conferences	2023-2026
Goal 5: English language and academic writing training	English Language training and	Language Institute,	Upgrade the foreign	2023-2026



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	English Academic Writing courses	IDEAA Institute	language skills and academic writing skills of the academic staff	
Goal 6: Financial support for research and publication	Develop a sponsorship plan for research and publication in open access journals.	Rector, Dean, Office of Human Resources, Steering Council	Increase in the number of manuscripts published in high ranked journals	2023-2026
Goal 7: Research methodology and statistics	Training in advanced research methodology and statistics	Centre of Training for Products and Professional Development, IDEAA Institute, Dean, Academic staff, human resources	Improvement of research methodology skills and the ability to use the data analysis softwares (e.g. SPSS)	2023-2026
Goal 8: Increase the gender balance of academic staff;	Adopt a hiring and promotion plan for the gender balance	Dean, Faculty Council, HR, Rector	50-50 %	2021-2026
Goal 9: Application of advanced teaching methodologies and the use of technology in teaching	Training regarding the use of advanced teaching methodologies	Centre of Training for Products and Professional Development, IDEAA	Improvement of the quality of instruction and development of	2023-2026



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		Institute, Dean, Academic staff, human resources	pedagogical skills of the academic staff	
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