	MANAGEMENT DECISION	Edition:	2
	LONG-TERM DEVELOPMENT INTENT	Page :	1 of 8
	Number: DZR_v2_15.12.2020_z0	Change page no.:	0
		Storage period:	5

LONG - TERM DEVELOPMENT INTENT OF USM in KOŠICE

Update for 2020-2030

I. Justification of the long-term intention of the development of USM in Košice

The long-term plan for the development of USM in Košice is a smooth continuation of the plan from 2006, which was fulfilled by successful accreditation by the Accreditation Commission of the Ministry of Education of the Slovak Republic, with its decision from 2018.

The new plan for the development of the USM in Košice until 2030 represents the strategic framework of the intentions and main activities of the USM in Košice, approved by the Board of Directors of the USM in Košice, the Scientific Council of the USM in Košice and the Academic Senate, on 16.2.2020.

During the next period, the analysis of the effects of external and internal factors on the functionality of USM in Košice as an organization and the analysis of its mission to carry out higher education within the scope of existing accreditation in the context of the new standards of the Slovak Accreditation Agency, published in July 2020, were updated.

The new approaches that USM in Košice further applied when updating the intentions are based on the analysis of the risks of meeting the requirements and the expectations of the relevant stakeholders in the fulfillment of the school's intentions to carry out higher education in the spirit of the stated requirements.

II. Vision and strategic direction of USM in Košice

USM in Košice assessed the risks and threats, as well as opportunities in the context of the organization, taking into account the interested parties, from a long-term as well as a short-term perspective, in its documents. Based on this, it has set long-term (strategic) planning and annual (operational) planning, which result in goals and tasks adopted to achieve the goals. These are her working documents, as documented information of the internal quality system of USM in Košice.

From the long-term perspective of its development intentions, the school conducted a SWOT analysis and, based on its results, defined the framework of its activities to fulfill them_ LONG-TERM DEVELOPMENT PLAN USM_2020-2030.xlsx (1), the result of which is this document.



MANAGEMENT DECISION
**LONG-TERM DEVELOPMENT
 INTENT**
 Number: DZR_v2_15.12.2020_z0

Edition:	2
Page :	2 of 8
Change page no.:	0
Storage period:	5

In the short term, it carried out a risk analysis in the context of the organization of the school, RISK ANALYSIS IN THE CONTEXT OF THE ORGANIZATION.xlsx (2), with external and internal factors affecting its functioning, taking into account the requirements and expectations of stakeholders in achieving the school's intention to provide higher education in the field of Security Sciences in three levels of education. The result is the short-term goals and tasks (1-2 years) of the internal quality system (SAAHE) and the certified quality system according to ISO 9001.

In accordance with the main mission of the university, the vision of building and developing USM in Košice is formulated as a higher education institution that is capable and authorized to conduct higher education in all three levels of higher education and creatively solve scientific and research tasks at the national and international level.

For this purpose, appropriate structures and processes are created, which are linked to the internal quality assurance system, including the entire university.

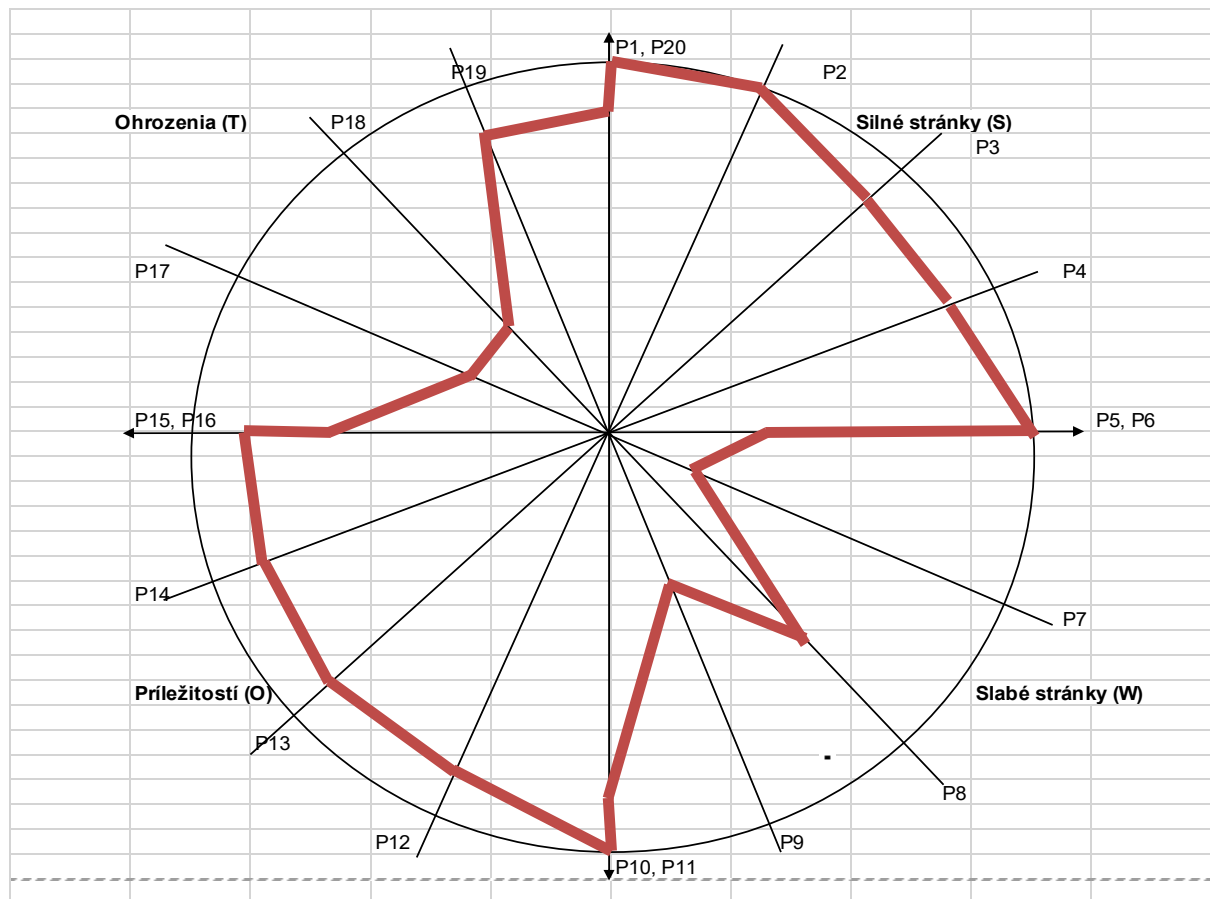
Category		Naming	MR		Notes	P	
Strengths					School administration and management, Higher education, Further education		
Strengths	S	Unity of leadership (Administrative Council / Rector)	100%	Benefit			1
		Professional background (Career growth up to DrSc)	100%				2
		Connection with practice (Applicability of graduates)	80%				3
		Financial Independence (Impartiality)	80%				4
		Education as an entity (One SP and profiling)	100%			5	
Weaknesses					Administration and management of the school, Resources of educational processes		
Weaknesses	W	Eccentric location of the city within Slovakia	60%	A loss			6
		Non-classification of the school for KEGA and VEGA	80%				7
		Undersized teachers' language skills	40%				8
		Dependence on foreign student accommodation	60%				9
		Undercapitalization (Loans on real estate)	20%			10	
Opportunities					School administration and management, Resources of educational processes, Science and research, Further education		
Opportunities	O	Development of the school and school personalities	100%	Benefit			11
		Education of foreign students	80%				12
		Mobility of students and teachers	80%				13
		International science and research projects	80%			14	



MANAGEMENT DECISION
**LONG-TERM DEVELOPMENT
 INTENT**
 Number: DZR_v2_15.12.2020_z0

Edition:	2
Page :	3 of 8
Change page no.:	0
Storage period:	5

		Domestic and foreign accredited programs	80%			15	
Threats					Administration and management of the school, Resources of educational processes, Further education		
Threats	T	Concentrated power - a threat to democracy	40%	A loss			16
		Departure of students abroad	60%				17
		General discrimination of private school	60%				18
		Dependence on foreign habilitations and inaugurations	20%				19
		One SP in relation to SAAVŠ accreditation	20%				20



Spider graph SWOT Analyzes USM in Košice_status at the beginning of the development plan

The policies of the internal quality assurance system lead to continuous improvement of the quality of all processes, strengthening the responsibility of all participating entities and fulfilling the university's mission. College policies promote academic integrity and freedom, vigilance against academic fraud, protection against intolerance of any kind and discrimination



MANAGEMENT DECISION
**LONG-TERM DEVELOPMENT
INTENT**
Number: DZR_v2_15.12.2020_z0

Edition:	2
Page :	4 of 8
Change page no.:	0
Storage period:	5

against students or staff, as well as the involvement of external stakeholders in quality assurance processes.

Part of quality assurance policies and processes is regular monitoring, evaluation and revision of the internal system. The college provides public access to the documented policies and processes of the internal quality system.

From the long-term perspective of knowledge of the relevant aspects of the organization (1), 4 basic areas of strategic development emerge for it, shown by a SWOT analysis, a graphic representation of places and the intensity of development, and finally, a tree of analysis with its root essence is shown.

They are:

1. Administration and management of the college
2. Higher education
3. Science, research and innovation
4. Additional education

1. Administration and management of USM in Košice

Activities of strategic direction	It ensures
Effective management of complex administration of infrastructure, personnel and financial agenda based on organization and matrix of responsibility and authority	The Board of Directors of USM and the President
Academic management of USM based on the map of processes, organization, matrix of responsibility and authority in the field of education, science, research and foreign affairs, informatics and school development	Rector, 1.vice-rector, vice-rectors
Management of economic activity - a quaestorate, subordinated directly to the President of USM	Bursar
Main premises for education, science, research and innovation located at: Košťova 1, 040 01 Košice	Bursar
In case of social need, USM will prepare the accreditation of a foreign branch or workplaces outside the school's headquarters	President
Fulfilling the requirements of the international standard ISO 9001 for a functional quality management system according to ISO 9001, certified by an accredited certification authority.	quality representative, all employees
Fulfilling the requirements of Act no. 269/2018 Coll. On ensuring the quality of higher education and SAAVŠ Accreditation Standards	quality representative, all employees
Effective management and influence on public bodies in order to permanently eliminate discrimination of private higher education institutions, compared to public schools, in access to subsidies for the support of education, science and research, as well as the development of human resources	President



MANAGEMENT DECISION
**LONG-TERM DEVELOPMENT
 INTENT**
 Number: DZR_v2_15.12.2020_z0

Edition:	2
Page :	5 of 8
Change page no.:	0
Storage period:	5

2. Higher education at USM in Košice

Activities of strategic direction	It ensures
Creation and accreditation of study programs for the career and professional growth of students in individual security sectors according to social order	Rector, l. vice-rector, vice-rectors, quality representative
Creation of study programs in such a way that they are in line with the mission and strategy of the university, have clearly defined goals and educational outcomes, have clearly specified and communicated qualifications acquired through their successful completion, corresponding to the requirements of the relevant level of the National Qualifications Framework, the Qualifications Framework of the European Higher Education Area and sectoral - to the specific requirements, description of the field of study Security Sciences, reflected the experiences and expectations of students and external stakeholders, provided preparation for sustainable career application, provided preparation for the life of active citizens in democratic societies, provided the possibility of personal development, prepared for the maintenance and further development of a broad and advanced knowledge base through teaching, learning, research and other creative activities and were aligned with the standards for the degree program.	Rector, l. vice-rector, vice-rectors, quality representative
The approval of study programs is carried out in such a way that the structures and processes of approval guarantee an objective and independent assessment of the study program, with the elimination of a possible conflict of interests, an expertly based assessment of the study program, transparent and fair decision-making about the study program, the participation of students, employers and other external stakeholders. remedies against the decision regarding the approval of the study program. For that purpose, the school has created formalized procedures for the required processes.	Rector, l. vice-rector, vice-rectors, quality representative
The result of education should be the knowledge, skills and competences of the graduate, enabling comprehensive assessment, projecting and management of risks and threats to the safety of persons, material and non-material values and the environment, technological risks, industrial safety and the implementation of preventive measures and effective and efficient solution of anti-social and criminal activity, arising security incidents, extraordinary events and crisis situations, while ensuring protected interests in public and private space	Rector, l. vice-rector, vice-rectors, quality representative
Paying primary attention to the accreditation of study programs in the field of Security Sciences, enabling the profiling of students in selected areas of security and management of security systems and the education of foreign students	Rector, l. vice-rector, vice-rectors, quality representative
Strengthening the mobility of students and teachers within EU programs (primarily ERASMUS plus, etc.).	Rector, l. vice-rector, vice-rectors, quality representative
Fulfillment of the conditions of the ERASMUS UNIVERSITY CHARTER in terms of the applied application	Rector, l. vice-rector, vice-rectors, quality representative



MANAGEMENT DECISION
**LONG-TERM DEVELOPMENT
 INTENT**
 Number: DZR_v2_15.12.2020_z0

Edition:	2
Page :	6 of 8
Change page no.:	0
Storage period:	5


Apply the principles of Erasmus Without Paper in accordance with the schedule of the European Student Card Initiative.	Rector, 1. vice-rector, vice-rectors, quality representative
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3. Science, research and innovation

Implement projects at the national level of challenges and grant schemes, primarily in the field of security research and prevention, Ministry of the Interior of the Slovak Republic, etc.	Rector, 1. vice-rector, vice-rectors
Implement projects at the international level of challenges and grant schemes, primarily in the field of security research of the EU Secure Society program, challenges of the European Commission, Europe Regional Development Fund, Danube Development Strategy, Europe Defense Agency, NATO, Interreg, Horizont Europe, etc.	Rector, 1. vice-rector, vice-rectors
Implement projects submitted independently or within project consortia.	Rector, 1. vice-rector, vice-rectors
Implement projects submitted within clusters of which the university is a member (Košice IT Valley zpo pod.).	Rector, 1. vice-rector, vice-rectors
Carry out a creative activity in the relevant study field/fields in which the study program is to be carried out at the required level depending on its level: - significant international level, if it is a third-level study program, - internationally recognized level, if it is second degree study program or a study program combining first and second degree, - a nationally recognized level, if it is a first degree study program	Rector, 1. vice-rector, vice-rectors

4. Additional education

To implement national educational programs with a certificate for further career professional growth of interested parties, primarily accredited by the Ministry of Education and Culture of the Slovak Republic according to the Act on Further Education.	Rector, 1. vice-rector, vice-rectors
To implement international, accredited professional education of university graduates in selected areas, especially in cooperation with foreign partners.	Rector, 1. vice-rector, vice-rectors
To ensure the language training and improvement of scientific and pedagogical staff of USM	Rector, 1. vice-rector, vice-rectors
To support the professional development of human resources for science, research and pedagogy of the USM in Košice (increasing qualifications, etc.).	Rector, 1. vice-rector, vice-rectors
To implement educational activities for children and seniors in the framework of crime prevention, etc.	Rector, 1. vice-rector, vice-rectors
To provide language training for foreign applicants to study at USM in Košice	Rector, 1. vice-rector, vice-rectors

	MANAGEMENT DECISION LONG-TERM DEVELOPMENT INTENT Number: DZR_v2_15.12.2020_z0	Edition:	2
		Page :	7 of 8
		Change page no.:	0
		Storage period:	5

III. Document management as documented information

The long-term development plan of USM in Košice is an open document setting strategic goals in pedagogical, scientific, research and development activities, taking into account its organizational, financial and investment security. In accordance with the relevant provisions of Act No. 131/2002 Coll. on universities, as amended, it is updated annually.

The update of the long-term plan is published on the website of the college in the "Documents" section.

The document was taken over and approved for implementation by the President of USM in Košice on 15 December 2020 as documented information.

The document was subsequently approved by the following bodies: Administrative Council, Scientific Council, Academic Senate, thus becoming valid.

IV. Analysis tree of the long-term development of USM in Košice

The long-term development strategy of USM in Košice is based on a root SWOT analysis, i.e. its strengths, weaknesses, opportunities and threats from the point of view of the interested parties to the basic intention of the school to provide higher education at all three levels of education in the field of study Security Sciences.

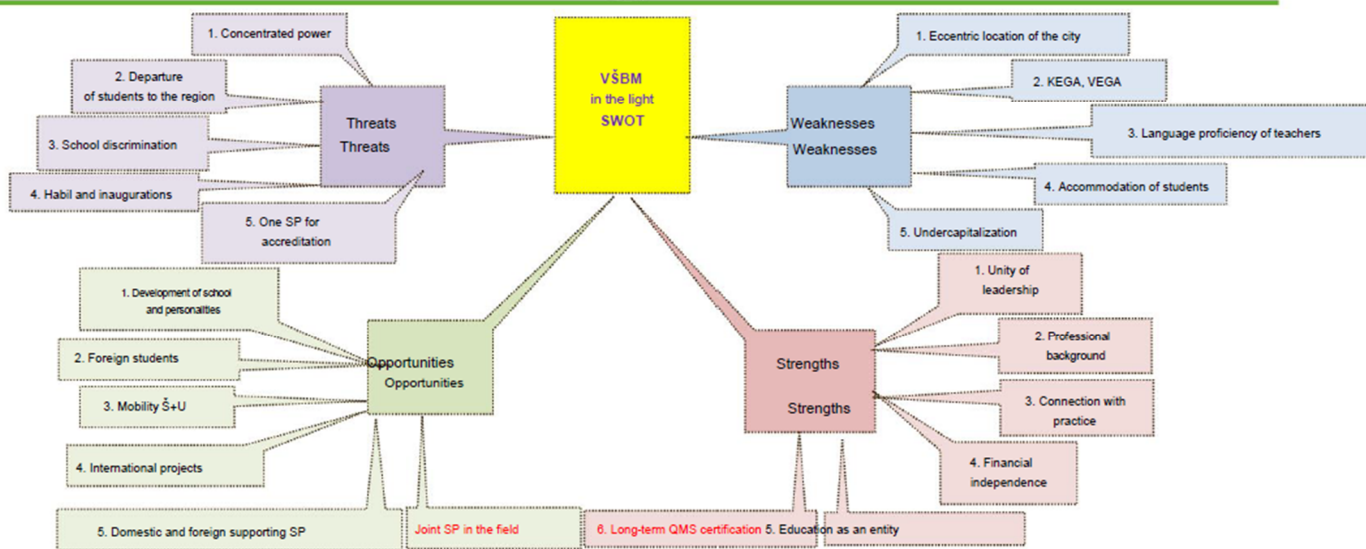
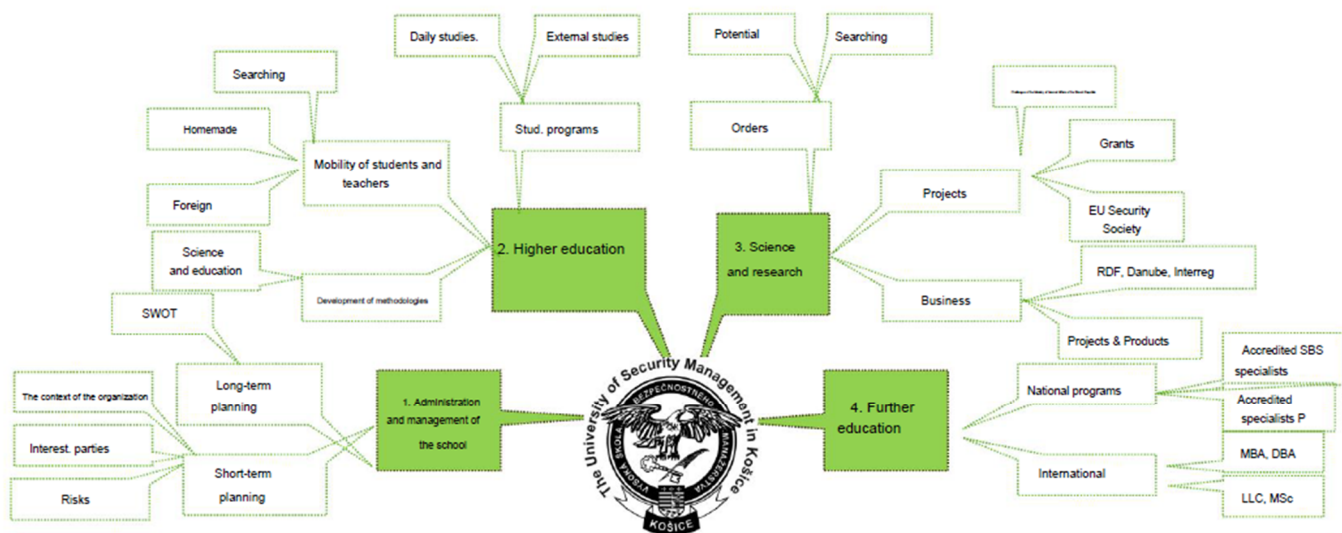
The long-term development of the school until 2030, in four basic directions, is an extension of the result of the SWOT analysis and the decision of the management of USM in Košice and its bodies.



MANAGEMENT DECISION
**LONG-TERM DEVELOPMENT
 INTENT**
 Number: DZR_v2_15.12.2020_z0

Edition:	2
Page :	8 of 8
Change page no.:	0
Storage period:	5

Tree of long-term development of VŠBM in Košice



Tree of long-term development of USM in Košice (1)

In Košice, 15.12.2020

Dr. hc prof. hc prof. Ing. **Marián Mesároš** , DrSc. DBA MSc. MBA LL.M.

President of USM in Košice