

HE Resources

Assessment Question	<i>How far is HE in BiH adequately resourced?</i>	
Judgment Criterion 1	Adequate resourcing is a strategic goal in the HE policy frameworks of the competent authorities (state, entity, cantonal and district level) and institutions (public and private HEIs and agencies).	
Indicator 1a	Adequate resourcing is an explicit goal in the HE policy frameworks of the competent authorities and institutions in BiH.	
Indicator 1b	The competent authorities and institutions have defined performance indicators, monitor resources and take actions to address gaps.	
Data sources	Policy frameworks & strategies of Cantons, Entities, Brčko District, State; Institutional Development Plans of HEIs; relevant policies of HE agencies	
Data collection	Documentary analysis	
Indicator 1c	The competent authorities and institutions follow up on strategic goals with a programme of support and/or activities designed to enhance resources.	
Data sources	Selected authorities, HEIs, HE agencies	Strategies and /or development plans of Cantons, Entities, Brčko District, State; HEIs
Data collection	Interviews with key informants	Documentary analysis
Judgment Criterion 2¹	Sufficient finances exist to fully support HE	
Indicator 2.a	BiH and regional authorities allocate sufficient money to HE in the form of direct grants	
Indicator 2.b	HEIs gain added funding from non-governmental sources	

Data sources	HE Policy and planning documents	HE financial statistics	Sample of VCs/Rectors, Policy makers
Data Collection	Documentary analysis	Statistical analysis	Interviews
Judgment Criterion 3	HE has sufficient and appropriate human resources		
Indicator 3.a	A staff development policy exists which addresses the short/mid/long term needs and goals of the sector		
Indicator 3.b	Each discipline has a reliable projection of its future student population		
Indicator 3.c	Long term staff development needs are addressed at a BiH and institutional level		
Indicator 3.d	Areas of key specialisation are identified and developed		
Indicator 3.e	The quality and competence of staff is monitored regularly		
Indicator 3.f	Relevant staff development is provided for both academic and administrative staff and equality of access to it is ensured		
Indicator 3.g	Staff are valued and rewarded for their work		
Indicator 3.h	HE is perceived as a prestigious field of work		
Data sources	BiH and local reviews, action plans, staffing strategies	Sample of staff	
Data collection	Documentary analysis/HEI survey	Staff focus groups	
Judgment Criterion 4	A solid infrastructure exists to support the resourcing of HE		
Indicator 4.a	Resources are allocated systematically and fairly		
Indicator 4.b	Resource records are regularly reviewed		
Indicator 4.c	Investment in resources is strategically planned		
Indicator 4.d	Effective action plans for improvement exist at BiH and institutional level		

Indicator 4.e	Staff and student are consulted regarding resource planning and implementation and their opinions are valued and influential
Indicator 4.f	Rigorous performance indicators are established and monitored at BiH and institutional level and gaps in resourcing or inadequate/inappropriate use of resources are identified and addressed
Data Sources	Policy documents at BiH and regional level, HEI mission statements, reviews, action plans, reports on performance indicators Sample of VCs/Rectors and key policy makers
Data Collection	Documentary analysis Interviews with key informants