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**TRAINING AND MOBILITY CONDITIONS OF STUDENTS OF THE
EXAMPLE OF THE UNIVERSITY OF RUSE AND THE UNIVERSITY
OF ULUDAG³**

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***Abstract:** An analysis of the training at two universities in two neighboring countries was carried out. These are the University of Ruse from Bulgaria and the University of Uludag, Turkey. The two universities train bachelors, masters and PhD students and have an Erasmus student exchange agreement. The way of learning is similar as they are members of the Bologna group. After finishing their education, students are able to get to the labor market to a greater extent. The tendencies in the number of students at the University of Ruse are to hide while at the University of Uludag is opposite. This is due to the large number of young people in Turkey, while in Bulgaria the opposite.*

***JEL Codes:** I21*

1. INTRODUCTION

1.1. Education at Ruse University, Bulgaria and Uludag University, Turkey.

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The Republic of Bulgaria is a country with a population of 7,050,034 people (NSI, 2018). In 1945, an autonomous state higher school was founded in the city of Ruse, which in 1995 was transformed into Ruse University (RU). Today Ruse University and its branches in the districts of Razgrad, Silistra and Vidin carry out field training with 532 539 inhabitants. The university has eight faculties, tree branches one Bulgarian-Romanian international center in its structure.

In the Republic of Turkey, with a population of 80 810 525 inhabitants. In 1975, Uludag University (UU) was founded. He has been teaching in the city of Bursa and the area through 15 faculties, 2 schools, 15 vocational schools, 1 conservatory, 4 institutes, 21 applied research centers and 5 departments under rectorate, where it covers a territory with a population of more than 2 936 803 inhabitants. At the University of Ruse and at Uludag University, students are trained in the Bachelor's, Master's and Doctor's Degree of Education, and the forms of study are given in Table.1 (web page of URSS, 2018, web page of Uludag University, 2018).

Tabl.1 Form of training and students admitted for training at the two universities

Education	Form of training	2014/15		2015/16		2016/17		2017/18	
University		RU	UU	RU	UU	RU	UU	RU	UU
Bachelor degree	Full time*		26669		27321		30217	1445	31059
	Part time /Evening*		11612		10709		11214	249	11858
	Total *	2142	38281	1970	38030	1683	41431	1694	42917
Master degree	Total (Part +Full time)*	735	3535	688	4674	640	5745	509	6810
Total all courses bachelor and master degree		8084	41816	7756	42704	6537	47176	6892	49727
Doctor degree	Total (Part +Full time)*	57	1237	44	1452	45	1559	43	1794
Total 1st course								2246	
Bachelor degree in Transport/Engineering Faculty all courses		727	5142	733	5102	620	5891	675	6264
Master degree in transport/Engineering Faculty		94	1368	83	1754	72	2265	63	2575

*For University of Ruse this information is only for 1st year of education

The training is public and paid. In the last 4 years, the number of students enrolled in the first course of the Bachelor's degree has dropped by 20.9%, while the total number of students in Bachelor and Master degree in Ruse University from 8 084 has decreased to 6 892, which is 14.7%. The situation is similar in the Faculty of Transport of the Ruse University, which prepares staff for the transport sector.

In 2017/18, at the Faculty of Transport, at the University of Ruse, 182 people were trained in Bachelor's degree and 63 in the Master's degree. In general, the trend is to gradually decrease the number of students, as the demographic crisis, trainees abroad, the number of young people leaving the country, suitable for students, and the lack of professional realization and career development in existing companies related with proportionate wage growth and attracted foreign students.

At Uludag University for the period 2014-2017, the total number of student students increased from 41,816 to 49,727 or 18.9% more students. An increase in the number of students is also observed in the Engineering Faculty where transport is studied with 19,1%. In 2017/18, at the Faculty of Engineer at Uludag University, 6264 people were trained in Bachelor's degree and 2575 in the Master's degree. He prepares cadres for the automotive industry in the area.

Bursa City is one of the important of the automotive centers. Also, increasing the need for engineering as result of developments in the automotive sector. It is preferred by students because of internship and job opportunities.

In Ruse University, out of all students enrolled in Bachelor's degree, almost half failed to graduate for various reasons, tabl.1 and tabl.2. However, in the master's degree, 95.7% is successful.

This is due to the fact that only students with higher success and motivation for realization are enrolled here.

At Uludag University out of all students enrolled in Bachelor's degree, almost half failed to graduate for various reasons, tabl.1 and tabl.2. However, in the master's degree, 85% is successful. This is due to the fact that only students with higher success and motivation for realization are enrolled here

Tabl.2 Graduate students at the two universities

Educational degree				
University of Ruse	2014	2015	2016	2017
Bachelor degree	1069	1061	1003	1032
Master degree	863*	709*	686*	658*
Total	1932	1770	1689	1690
Doctor degree	61	58	42	27
Total	1993	1828	1731	1717
Bachelor degree in Transport Faculty	80	101	103	91
Master degree in Transport	125	83	78	83
Uludag University	2014	2015	2016	2017
Bachelor degree	6337	6700	5653	6228
Master degree	324	274	298	428
Total	6661	6974	5951	6656
Doctor degree	72	64	63	103
Total	6733	7038	6014	6759
Bachelor degree in Engineer Faculty	626	654	1024	741
Master degree in Engineer Faculty	196	113	109	183

* Included graduates of law, because they graduate only in Masters degree

One of the forms of learning support is mobility through Erasmus +, Table 3. For Ruse University, the number of students under Erasmus + mobility has increased by 84% in recent years, which is almost double. For Uludag University, the number of students under Erasmus + mobility has increased by 72% in recent years. This is mainly due to the foreign students who come to the two universities and recognize them as a good universities, which until then was unknown to them because of the poor information campaign. Students at the universities who perform outgoing mobility are almost constant and move around 75 people for University of Ruse and 175 for University of Uludag. Main reasons for this may be they do not know a foreign languages (English), labor or family employment, financial problems, self-confidence, and that this training will be useless for them.

Tabl.3. Erasmus+ mobility for period 2013-2017

Erasmus+	2013/14	2014/15	2015/16	2016/17	2017/18
University of Ruse					
Transport Faculty outgoing mobility	2	6	5	2	5*
Total student incomig mobility	16	30	34	95	9*
Total student outgoing mobility	75	71	86	73	70*
Uludag University					
Faculty of Engineering outgoing mobility	25	29	28	30	59*
Total student incomig mobility	28	56	81	97	100*
Total student outgoing mobility	167	165	166	172	175*

*Data are not fully, because 2018 is not finished

2. General Requirements for Admission of Ruse University (Regular Student)

At the University of Ruse, the admission of students to the first year of Bachelor's degree course is done through an entrance examination and / or the matriculation assessments held at the respective high school according to the rules of the student's Guidebook, whereby the candidate's general score is formed (Kangalov P., J. Angelov, V. Ronkova. 2018). The different specialties by who are accepted students are 49. The admission exam for all specialties is chosen from the following disciplines: Bulgarian language, mathematics, Bulgarian history, economic geography of Bulgaria, chemistry, biology, general technical knowledge test and English. The exam takes place at preliminary and regular planned sessions at the University of Rouse and in centers in other cities in the country. In the formation of the final score take part certain marks taken from the diploma, which for the engineering specialties are mainly Bulgarian language and mathematics, and the score from the entrance exam including math exam. The maximum score is 24 points. The ranking of the candidates is according to the score. The formula for the total score T is as follows

$$T = 2.A+B+G, \quad (1)$$

where A is the mark from admission exam or matriculation grade on the chosen subject;

B and G respectively are the assessments from the diploma in mathematics and Bulgarian.

Only the Law, Industrial Design, Kinesitherapy, Orthopedics, Nursing and Midwifery specialties have mandatory exams to which candidates have to pass. To them the maximum final score is 30. With this established methodology of assessment and admission the horizontal principles of equality and transparency are respected and all those willing to study are given access.

2.1. Way of Teaching and Conducting Practical Exercises

To carry out training, each university in Bulgaria must be accredited under the ten-tier system (MON 2018). In 2018 the University of Ruse was accredited with a mark of 9.44. This gives him the right to training students in 50 bachelor's, 80 master's degree programs and 43 PhD programs, (web page of University of Ruse.2018).

The training at Ruse University is mainly conducted in Bulgarian. There is also an opportunity to study in English, with some master's programs being made in English only (web page of the University of Ruse, 2018). For the training of foreign students, mainly under the "Erasmus +" program, teachers use mainly English. In addition to English, they use Russian and to a certain extent German languages.

At the University of Ruse the students are trained according to the traditional scheme - the lecturer explains the lecture or the exercise and then the students ask questions. The opportunity giving them to take part in conducting themselves or if they are tasks to perform them themselves. They are also given the opportunity to take part in the exercises themselves or if they are tasked, they can perform the different tasks themselves.

Presentation of the study material includes teaching materials on paper, presentations presented with a projector or interactive boards and other tools described in the Handbook for innovative educational technologies available at Ruse University, (Vasileva A. And others, 2017). In order for the classes to be interesting and useful for students, in use are modern systems, apparatus, software, simulators and robots, available in the laboratories of the university, (Smrikarov A. 2017, Lyubenov D., T. Balbuzanov, P. Atanasova-Petrova. 2017). In addition to learning at the University's own base, practical exercises take place in a real work environment. An example of this is conducting different surveys like counting the traffic intensity of the vehicle and in the bases of local organizations, such as annual technical inspection points, automotive workshops, logistics and customs warehouse processes, and etc. When conducting practical exercises with specific features, the university use for lectors proven practitioners like real forwarders or managers and heads of units in different firms (web page of department Transport. 2018).

For regular students the classes are held on on pre-prepared schedules where they attend classes throughout the day. There are no classes just in the morning or just afternoon. In the case of part-time training, students are trained over a two-week period, with the material being taught in a

shortened amount. This provides a high level of teaching and training for students, according to the requirements of employers.

2.2. Assessment System at Ruse University

The student assessment at Ruse University is conducted in a six-point system. The ratings are as follows according to local grade and ECTS grade: poor (2) = FX, where the student did not pass the exam; fair (3) = D - the student has minimal knowledge; good (4) = C - this is an average score; very good (5) = B - it is received in small gaps and excellent (6) = A - this is the highest estimate for the student's knowledge. Estimates are obtained after passing an exam, which can be a test, writing answer to at least two questions and/or solving tasks, or assessment through ongoing control during the training. The assessment can be written or written plus oral. The exam is conducted by the student presenting his or her knowledge on a paper or electronic computer by a test committee of two lecturers.

According to Ordinance No. 21 of 30.09.2004 on the application of a system for accumulation and transfer of credits in universities, effective from 12.10.2004, and the Higher Education Act, after the completion of their education, the students in the Bachelor's degree receive a minimum of 240 credits after 8 semesters of study, and after another minimum of 2 semesters Master degree and 300 credits, (MON, 1995, MON 2004), and one year has two semesters.

2.3. Internship at Ruse University

Students who are trained in a bachelor's degree course at Ruse University have a regular traineeship in the second and third year of study. The internship is conducted under the conditions of the employers in which the students wish to be, or those with which the university has agreements. In addition, under the Student Practice project, students can take their training within 240 hours in companies with which Rouse University has agreements and wishes to undertake such apprenticeships (Student Practice page 2018). In recent years, almost all students who have the opportunity to participate in "student practice" program have been trained and some have even found a job. Especially for the Transport Faculty, more than 90% of the students successfully completed this program, some of them trained with the Master degree, twice practiced in this training program. Other internships other than those under the Erasmus program at the university are not being carried out, but this is enough at this stage, given the employment of students. It should be noted here that in the last courses of their studies almost all students find job and after graduation there is no need to look for such. Therefore, if employers have not found a cadre among students while they are learning then they can hardly find such.

2.4. Graduation, defense of the diploma thesis at Ruse University

At the University of Ruse, after the end of the respective semesters, is held on a state exam or diploma thesis defense. The state exam is conducted on a pre-prepared questionnaire and the diploma thesis defense on a preliminary prepared assignment between the student and his supervising lecturer. Each assignment for a diploma thesis project includes an overview of the state of the matter at home and abroad; existing regulatory framework; used technology in the company and problem solving issues; methodology of practical research; theoretical and / or practical studies, proposals for decisions and literature. The actual diploma thesis has the main structure of a PhD dissertation. The volume of the Bachelor's degree is at least 50 pages, and Master 60 pages. The defense is made with examination committee appointed by order of the Rector. During the defense, besides the members of the examining committee, questions can be asked by the apprentices. Successfully passing the state exam or the students who have successfully completed their diploma theses are entered in the state register and receive a diploma. This ensures that students really do graduate education.

2.5. Quality of training and control at Ruse University

To maintain and control the quality of education at the University of Ruse, the Directorate for Quality of Education has been established. It performs periodic checks and surveys of students during the school year. Her work is related to:

- the organization of work on university academic standards and the functioning and development of the internal university quality system for education;
- organization of the accreditation procedures of the institution, its units, professional fields and specialties at the university.

The results of the surveys are an indicator of the satisfaction of the students by the teachers, the material taught, the material base and the training as a whole. Where there are gaps and weaknesses, steps are taken to eliminate them. At this stage, the survey results are very good and students are satisfied with their training (web page of the University of Ruse, 2018). Additionally, boxes are placed in each town where students are trained to send their written wishes, complaints, or praises to the Rector's Office, students, employees, teachers and all other stakeholders.

2.6. Link to the requirements of employers, companies and training in them

The relationship between Ruse University and employers is very strong. A Career Development Center has been set up at the university to provide the link between employers, who are the consumers of the specialists and the students who came out of the university. It provides information on the employers', requirements with regard to the necessary knowledge and skills terms and number needed workers for a certain job, (CTT webpage 2018). In this way the training is done on the one hand, and on the other the realization of the graduates. At present, some of the job specialties have a staff shortage. This can be seen from the monthly job offers published on the University's website and sent to the heads of the individual training units. An example of this is lack of staff for forwarders, service specialists in vehicle diagnostics and repair. Information on job vacancies can be found also through job fairs directly from companies or via the jobtiger.bg platform. At this stage, the best employment outcomes are obtained through the intermediation of teachers between the students and the employers. In the Faculty of Transportation Engineering, this practice has become a must in recent years and is currently producing good results. The latest study shows that everyone who has been willing to work on their specialty students has found a job.

3. General Admission Requirements of Uludag University

Admission, examination and assessment procedures of students are conducted in accordance with the Law of Higher Education and the decisions and regulations of the Council of Higher Education, which have been introduced as part of the concerning law. Related information is available for Uludag University students in hard copy or online.

Admission procedures of students in Uludag University are performed by the Registrar's Office and information related to regulations and directives can be reached at <http://www.uludag.edu.tr/Icerik/index/konu/138>.

A two-stage examination system has been practiced for entrance to a higher education institution. The exams are conducted by Student Selection and Placement Centre (OSYM). For more information about the exams is available at page: <http://www.osym.gov.tr>.

Art Teaching, Music Teaching, Physical Training and Sports Departments of Faculty of Education, Faculty of Art and State Conservatory have pre-registration processes and special aptitude tests for admission in Uludag University.

In order to apply for a postgraduate program, candidates must have an undergraduate degree and they must get minimum 55 in their types of scores from ALES which is carried out by Student Selection and Placement Centre (OSYM) centrally.

3.1. Way of teaching and conducting practical exercises at Uludag University

There are training students in 75 bachelor's, 74 master's degree programs and 70 PhD programs, (web page of University of Uludag .2018).

An academic advisor to every registered student is assigned by the related Department. Academic advisor helps, leads and monitors the student during his/her period of study. The courses that the student will take each semester and any changes in the student's program is approved by the academic advisor taking into consideration his/her academic development. Academic advisors have a schedule for contact hours with students during the semester announced at the departments.

The training at Uludag University is mainly conducted in Turkish. However, some bachelor's and master's degree programs at Uludag University are conducted in English. (web page of the University of Uludag, 2018).

In the framework of Erasmus Program, all faculties/departments and schools have an attended Erasmus-ECTS academic coordinator who is the contact person for the incoming and outgoing students on all academic matters. For the training of foreign students, mainly under the "Erasmus +" program, teachers use mainly English.

At the beginning of each year, students have to reregister by selecting their courses within the dates of academic calendar of Uludag University according to the Regulation of Associate and Undergraduate Degree. The students enroll in the courses before the beginning of each semester within the dates of the academic calendar the Senate defines and they can make changes in these courses upon their supervisors' approval.

In addition that there is an unit actively working for the visually-impaired students of our University. In this unit, visually-impaired students can be able prepare for their courses via computer and benefit from the internet facilities. There are also audio books, periodicals and books written in Braille. Our users have the opportunity of watching movies and listening music in the Audio – Visual Unit of our Library.

3.2. Assessment System at Uludağ University

Students are obliged to register at the beginning of the semester and attend at least 70% of theoretical courses and 80% of practices in order to take the final exam. They take at least one mid-term exam and a final exam. The contribution of midterm exams to the course success is mid-term exam 50% and final exam 50%. Completion grade is 100 points for all exams, tabl.4. They should take at least minimum 40 points out of 100 in the final exam. The results AA, BA, BB, CB, and CC are assessed with a pass. DC and DD are conditionally assessed with a pass if a student's grade-point average is at least 2,0.

Tabl.4 Assessments and points

Assesment 1	Result	Assesment 2	Name asesment	Limit	Points
4	AA	5	Excellent	≥3,75	94-100
3,5	BA		Very good	3,74-3,5	88-93
3	BB	4	Good	3,49-3	77-87
2,5	CB	3	Good satisfactory	2,99-2,5	65-76
2	CC	2	Satisfactory-pass	2,49-2	54-64
1,5	DC	1	Pass	1,99-1,5	42-53
1	DD		Fail	1,49-1	30-41
	FF			<1	0-29

3.3. Internship at Uludağ University

Uludag University pays attention to providing a contemporary education comprising the combination of skill and knowledge and supplies applied learning facilities for its students. Students gain experience by means of 31 general-purpose computer labs, 66 scientific research labs in faculties and schools, 23 workshops and 228 education and practice labs, over 6,800 computers with technological infrastructure ensuring 24-hour continuous internet, clinics, experimental stations, workshops, practices and internships in its farms. The objective of the internship program is to strengthen students by making them apply their technical knowledge and skills to their working environments in their sectors, to improve their skills of judgment and give them a chance to gain experience in their fields of study. The essentials related to internship are defined by the Senate upon the advice of the concerning unit. Whether the internship is compulsory or not varies among faculties.

3.4. Graduation, defense of the diploma thesis at Uludag University

The students are expected to present and pass the seminars, and defend a thesis successfully.

Each assignment for a diploma thesis project includes an overview of the state of the matter at home and abroad; existing regulatory framework; used technology in the company and problem solving issues; methodology of practical research; theoretical and / or practical studies, proposals for decisions and literature.

Thesis Delivery at Uludag University, The Compliance Form (RIT-FR-ÖİD-60) of the thesis according to the writing rules determined by the Institute and the Thesis Approval Form must be approved by the Supervisor and the Associate Director of the Institute.

The Thesis Defense Jury Recommendation Form (RITFR-ÖİD-59), where jury must be formed with three primary (one from the different educational institutions) and two substitute members, determined by the Advisor must be sent to the Institute through the Department. With the decision of the Administrative Board of the Institute, jury members are determined. The jury's proposal form should indicate the date of the examination. The Personal Assessment Report must be filled in separately by each primary jury member. In order to be able to decide to graduation after the thesis defense examination, the documents mentioned in our webpage together with 1 signed and bounded thesis must be submitted to the Institute within 1 month. The diplomas of each graduating student are ready within 40 days.

3.5. Quality of Training and Control at Uludag University

Uludağ University undertakes the task of educating individuals who are equipped with contemporary knowledge and who are skilled at doing research and solving problems. The university also aims to produce, apply and spread academic knowledge, and intends to provide quality service to the society. To maintain and control the quality of education at Uludag University, It performs periyodic checks and surveys of students during semesters. Their work is related to the organization of work on university academic standards and the functioning and development of the internal university quality system for education.

3.6. Link to the requirements of employers, companies and training in them

Bursa Uludag University Faculty of Engineering has the great advantage that The faculty is in the same city with Turkey's automotive giant industrial corporations. The students are supported to education as textile, construction, environmental, electrical and mechanical engineerin by the giant industries. Seminars are organized and invited speakers make presentations at conference room of automotive engineering department. Information on job vacancies can be found also through job fairs directly from companies or via the kariyernet.com platform.

4. CONCLUSION

In the last 4 years, the total number of students in Bachelor and Master degree in Ruse University from 8 084 has decreased to 6 892, which is 14.7%. In this time at Uludag University for the same period 2014-2017, the total number of student students increased from 41,816 to 49,727 or 18.9% more students. The main reason for this is demographic.

The two uniwersities use ECTS and have Erasmus+ contract for mobility. For two universities, the number of students under Erasmus + mobility has increased almost two time. This is mainly due to the foreign students who come to the two universities and recognize them as a good universities, which until then was unknown to them because of the poor information campaign. Students at the universities who perform outgoing mobility are almost constant and move around 75 people for University of Ruse and 175 for University of Uludag. Main reasons for this may be that students do not know a foreign languages (English), labor or family employment, financial problems, self-confidence, and that this training will be useless for them.

In two uniwersities students have possibilities to visit seminars and trained in real companies. Main task of this universities is to prepare trained cadres for employers in their regions.

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