

Curriculum Vitae

LIČNI PODACI

Ime i prezime:	Elvir Čizmić	
Datum i mjesto rođenja:	31. 03. 1972. Zenica	
Adresa stanovanja:	Sarajevo;	
Telefon:	Stan:	Business: +387 (0)33/275-951
	Fax: +387 (0)33/275 994	GSM:
E-mail:	elvir.cizmic@efsa.unsa.ba	elvir_cizmic@yahoo.com
Web stranica:	www.efsa.unsa.ba	
Polja profesionalnog interesovanja:	Menadžment, Preduzetništvo, Menadžment ljudskim resursima, Finansijski menadžment, Marketing, Poslovno pravo, Upravljanje projektima, Organizacija, Poslovno odlučivanje i drugi aspekti ekonomskih i poslovnih nauka,	

OBRAZOVANJE

Naziv institucije	Trajanje	Kvalifikacija
Ekonomski fakultet u Sarajevu	2005-2008	Doktor ekonomskih nauka.
Ekonomski fakultet u Sarajevu	2002-2005	Magistar ekonomskih nauka.
Ekonomski fakultet u Sarajevu	1995-1999	Diplomirani ekonomist
Metalurško – hemijska tehnička škola «Đuro Salaj» u Zenici,	1987-1991	Metalurški tehničar – opšti smjer, Zenica 1990.

STRANI JEZIK [od 1 do 5 (1 = slabo, 5 = odlično)]

Strani jezik	Čitanje	Govor	Pisanje
Engleski jezik	5	5	5
Njemački jezik	2	2	2

DODATNE VJEŠTINE/SPOSOBNOSTI (npr. kompjuterski programi, vozačka dozvola i sl.)

Naziv	Opis
Kompjuterski programi	MS Office, Microsoft Project, CorelDRAW, Adobe, Moodle, itd,
Vozačka dozvola	B - kategorije

SADAŠNJA POZICIJA:

Naziv institucije:	Ekonomski fakultet u Sarajevu	
Pozicija:	Vanredan profesor	
Adresa:	Trg Oslobođenja 1; 71000, Sarajevo,	
Telefon:	+387 (0)33/275-928	Fax: +387 (0)33/275 994
E-mail:	elvir.cizmic@efsa.unsa.ba	
Website:	www.efsa.unsa.ba	

DOSADAŠNJA ZAPOSLENJA

Naziv institucije	Trajanje	Pozicija
Sarajevo osiguranje dd filijala Zenica,	1999 – 2002	Analitičar
Agencija za privatizaciju ZE-DO Kantona	2000 – 2001	Član NO
Privatizacijski investicioni fond Prof +,	2000 – 2001	Regionalni menadžer
«Natron d.d. Maglaj»	2004 – 2006	Član NO
«JP Elektroprivreda BiH dd Sarajevo»	2007 – 2011	Član NO
Privredna Banka Sarajevo dd Sarajevo	2012 –	Član NO

ČLANSTVO U PROFESIONALNIM ORGANIZACIJAMA I TIJELIMA

1. Agency for Development of Higher Education and Quality Assurance of Bosnia and Herzegovina, Experts - representatives of the academic community in BiH List from may 2014.
2. University of Sarajevo Board of Finance, January, 2014- Univerzitet u Sarajevu Odbor za Finansije, Januar, 2014.
3. UNDP Data Base of consultants/experts from november 2013-UNDP Baza konsultanata/eksperata od novembra 2013. godine.
4. Član Programskog Odbora Treće Internacionalne naučne konferencije „Ekonomija Integracija“-ICEI u organizaciji Ekonomskog fakulteta Univerziteta u Tuzli na temu Znanjem od recesije ka prosperitetu; 6-7 decembar, Tuzla, Bosna i Hercegovina, Member of Program Board, Third International Scientific Conference "Economy of Integration"- ICEI 2013; „Using Knowledge to Move from Recession to Prosperity" 6-7 December, Tuzla, Bosna i Hercegovina;
5. Full Fellow of 3EP (European Entrepreneurship Educators Program),
6. Universal Journal of Management, Horizon Research Publishing Corporation, USA, Member of Editorial Board, http://www.hrpub.org/journals/jour_info.php?id=21
7. University of Sarajevo, Journal for Social Issues, Member of Editorial Board, November 2014-.

KLJUČNE KVALIFIKACIJE

1. Doktor ekonomski nauka
2. Magistar ekonomski nauka
3. Diplomirani ekonomist
4. Metalurško-hemijski tehničar-opšti smjer

SPECIFIČNO PROFESIONALNO ISKUSTVO

- 1) Realizacija UNDP projekta: National Trainer for Development and Delivery of a Training of Trainers in Youth Employability Soft Skills and Key Competencies Project/Sector: UNV's involvement and the volunteerism aspects of "Youth Employability and Retention Programme (YERP) in Bosnia and Herzegovina" i National Trainer for Development and Delivery of a Training of Trainers in Self-employment Business Plan writing Project/Sector: UNV's involvement and the volunteerism aspects of "Youth Employability and Retention Programme (YERP) in Bosnia and Herzegovina" and UN Volunteers Programme:, November 2013.
- 2) Predavač iz oblasti Korporativnog upravljanja (Nastanak i razvoj korporacija, Korporativni menadžment, Sistem kompenzacija i HRM), Projekt edukacije članova Nadzornih odbora i Uprava u Javnim preduzećima FBiH u organizaciji Privredne/gospodarske komore FBiH, novembar, decembar 2013. godine (Sarajevo, Tuzla, Zenica)
- 3) Stručna participacija u okviru HELP-ovog projekta BOS203: Smanjenje siromaštva kroz podršku lokalnom ekonomskom razvoju u centralnoj BiH; Implementacija stručnih treninga na polju preduzetništva i biznis planiranja; mart, april, 2013.
- 4) Full awarded fellowship: 3EP-European Entrepreneurship Educators Programme-European Commission and Faculty of Economics/University of JJ Strossmayer Osijek, 26-31. Januar. 2013.

- 5) Seminar/Summer School Delegate: 3EP-European Entrepreneurship Educators Programme-European Commission and Faculty of Economics/University of JJ Strossmayer Osijek, Croatia, 26-31. 08. 2012.
- 6) Project Coordinator on EU Project "Support to Higher Education Reform in BiH"; Project founded by the EU IPA Funds; GOPA World Consultants; 01. October 2010-October 2011.
- 7) Seminar: Leadership skills, MATE Zagreb and Zagreb School of Economics and Management cooperation, Workshops: leadership, communication, recruitment interview, etc. may 2010. ,
- 8) TEMPUS Programmes of the European Commission Project "Joint Master Programme in Public Sector and Environmental Economics" and Project "Third Cycle Doctoral Programme in Economics and Business; oktobar, 2010,
- 9) Seminar: Professor Robert Kaplan: "Balanced Scorecard Summit in Sarajevo" ICPE-International Center for Professional Education, Sarajevo, November 2008.
- 10) Member of Expert team for design of strategic plan for energy sector development of F BiH (2008-2009); http://www.fbihvlada.gov.ba/bosanski/izdvajamo/SPP-SAZETAK/SPP-SAZETAK_NASLOV_FINALNI.pdf
- 11) Finansijski forum ICPE: Risk Management: Upravljanje investicijama, troškovima i finansiranjem u doba finansijske krize: Risk management: How to avoid unpleasant surprises, Sarajevo, mart, 2009,
- 12) Specijalistička edukacija za članove nadzornih odbora, u organizaciji LOK Institut za organizaciju i ekonomiku doo Sarajevo u suradnji sa International Finance Corporation-WB Group, Sarajevo oktobar 2008,
- 13) Seminar: Karakteristike i trendovi tržišta radne snage u FBiH, u organizaciji Centra za profesionalni razvoj nastavnog osoblja Ekonomskog fakulteta u Sarajevu, Zavoda za socijalni rad i pitanja zapošljavanja FBiH i UNDP-a, februar, 2007,
- 14) «Metodologija naučnoistraživačkog rada»; Seminar, oktobar/novembar 2006, Sarajevo, Međunarodni forum Bosna i Ekonomski fakultet u Sarajevu,
- 15) Strategic Management-Seminar, novembar 2006, Sarajevo, USAID, University of Delaware i Ekonomski fakultet u Sarajevu,
- 16) «Kako upravljati markom proizvoda i usluga u savremenoj poslovnoj praksi»; Seminar, oktobar 2006, Sarajevo, Ekonomski fakultet u Sarajevu,
- 17) In Canada Faculty development initiative Workshop, juni 2006, Kanada, Alberta, Edmonton, University of Alberta International i E-net centar Ekonomskog fakulteta u Sarajevu,
- 18) TEMPUS projekat Evropske Unije, «Studijski boravak referiran na predmet Menadžment» maj 2006, Torino, (SAA-Scuola di Amministrazione Aziendale, Università Degli Studio di Torino-School of Management, University of Torino), Italy i Ekonomski fakultet u Sarajevu,
- 19) Data Analysis Seminar, januar 2006, Sarajevo, USAID, University of Delaware i Ekonomski fakultet u Sarajevu,
- 20) Introduction to Active Learning, Multiple choice Writing, and Use of Instruction Technologies as part of the Faculty Development Initiative, januar 2006, Sarajevo, University of Alberta International i E-net centar Ekonomskog fakulteta u Sarajevu,
- 21) Seminar: Kako govoriti sa samopouzdanjem, u organizaciji Centra za profesionalni razvoj nastavnog osoblja Ekonomskog fakulteta u Sarajevu i Univerziteta Delaware, Januar, 2006, University of Delaware i Ekonomski fakultet u Sarajevu,
- 22) Seminar: Napredno korištenje Moodle Courseware softvera, u organizaciji Centra za profesionalni razvoj nastavnog osoblja Ekonomskog fakulteta u Sarajevu, februar 2006, Sarajevo,
- 23) Napredni tečaj engleskog jezika HO Muwafaque – Zenica (I, II, III stepen), Treninzi iz «Političkog marketinga» fondacije - Konrad Adenauer, Drugi napredni tečajevi vezani za korištenje informacione tehnologije, Različite vrste seminara iz osiguranja imovine i lica i osiguranja od odgovornosti, Seminar «kontrola kvaliteta i ISO standardi» u organizaciji Privredne komore ZE-DO Kantona,
- 24) Predavač na temu «Upravljanje projektima» Seminar u organizaciji International forum Bosnia, maj 2006, Sarajevo, Predavač na temu «Team building» u organizaciji - REZ Zenica, maj 2006, Zenica, Predavač na temu «Upravljanje projektima» - Privredna komora ZE - DO Kantona, maj. 2005, Predavač na temu «Poduzetništvo i ekonomski razvoj» - Privredna komora ZE - DO Kantona, 2000, Učešće u radu ekspertnog tima za definiranje smjernica ekonomskog razvoja ZE - DO kantona u suradnji sa OSCE – om, mart. 2001, Predavač na temu «Public relations» LOV – ZE – DO Kantona januar. 2002,
- 25) Lecturing „Team building“ Regional Economic Community - REZ Zenica, Zenica, May 2006.
- 26) Teaching assistant Faculty of economics Sarajevo; (subject: Management-2002-2007);
- 27) Teaching assistant Faculty of economics Sarajevo; (subject: Project Management-2003-2007);
- 28) Teaching assistant Faculty of economics Sarajevo; (subject: Business decision making-2003-2007);
- 29) Teaching assistant Faculty of economics Sarajevo; (subject: Human resources management-2005-7);
- 30) Assistant Professor; (subject: Entrepreneurship-2008/09/10);
- 31) Assistant Professor; (subject: Organization-2009/10);
- 32) Assistant Professor; (subject: Business Decision Making-2009/10);
- 33) Assistant Professor; (subject: Real Estate Management-2009/10);

- 34) Associate Professor; all earlier subjects and Property Market Analyses subject within specialist master program-Master of Property – Applied Finance, 2012/13.
- 35) 1996 – 1997 OSCE – Project for registration of electors, field office Zenica,
- 36) Lecturing and counseling «Entrepreneurship and economic development» Commercial Chamber of ZE - DO Canton, may. 2000,
- 37) Participation in working of expert team for defining economic development directions of ZE – DO Canton with collaboration of OSCE – march. 2001,
- 38) Lecturing «Public relations» for LYO (Local Youth Organization) – ZE – DO Canton january. 2002,

DRUGE RELEVANTNE INFORMACIJE

NAGRADE I PRIZNANJA

1. Značka Ekonomskog fakulteta u Sarajevu
 2. Priznanje: najbolji nastavnik 2008/09 na III godini studija
-
1. Napredni kursevi engleskog jezika Muwafaque – Zenica
 2. Treninzi i radionice iz oblasti političkog marketinga-Konrad Adenauer
 3. Različiti seminari iz oblasti osiguranja

KNJIGE/BOOKS

1. Čizmić, Elvir; Trgo, Adil; Savremeni Menadžerski Koncepti-Contemporary Managerial Concepts, Faculty of Economics and Business Sarajevo, Sarajevo University, 2010, ISBN: 978-9958-25-040-8
2. Čizmić, Elvir; Crnković, Kenan; Strateško preduzetništvo-Strategic Entrepreneurship, Faculty of Economics and Business Sarajevo, Sarajevo University, 2012, ISBN: 978-9958-25-073-6

REFERENCE – BIBLIOGRAFIJA

I. NAUČNI RADOVI U ZBORNICIMA (KONGRESI, SIMPOZIJUMI)

1. Čizmić, Elvir; Šunje, Aziz; «The impact of balanced scorecard strategic concept application on a strategy implementation of Bosnia and Herzegovina companies», ALMA MATER STUDIORUM-UNIVERSITA di BOLOGNA (SEDE di FORLI FACOLTA di Economia), «INTERNATIONAL CONFERENCE-The evolution of mangement concepts in international arena-A challenge for transition countries»; november, 2007.; <http://www.poloforli.unibo.it/NR/rdonlyres/85042D2C-3AC2-423C-807A-9FD0000BE26E/123683/Proceedings.PDF>
2. Čizmić, Elvir, Veselinović, Ljiljan, „National “balanced scorecard” concept as an accelerant of the Bosnia and Herzegovina economic development“, Conference Proceedings, International Conference of Economic Science-ICES 2008: „Transitional Challenges of EU Integration and Globalization“, October, 2008., Sarajevo, BiH; BiH; ISBN 978-9958-25-015-6, COBISS.BH-ID 16892422 <http://econ.core.hu/file/download/konfea/ICES2008%20Conf%20Program%201809%20B5.pdf>
3. Čizmić, Elvir; Brdarević, Safet; “The balanced scorecard concept application as an accelerant of organizational strategy implementation quality“ 6th Research/Expert Conference with International Participations „Quality 2009“, June 04-07, 2009. Neum, BiH; ISSN 1512926

II. STRUČNI RADOVI U ZBORNICIMA

1. Šunje, Aziz; Čizmić, Elvir; «Preduzetništvo kao preduvjet ekonomskog razvoja-Entrepreneurship as a precondition of economic development», Faculty of economics Sarajevo Periodical. num. 25, 2005., 475-499 pg., ISSN 0581-7439
2. Šunje, Aziz; Čizmić, Elvir; «Kontrola organizacionih sistema korištenjem Six. Sigma modela-Organizational systems control using Six Sigma model» Faculty of economics Sarajevo Periodical. num. 26, 2006., 269-289 pg., ISSN 0581-7439
3. Čizmić, Elvir; Imamović-Čizmić, Kanita; «Opće naznake o Indeksu ekonomskih sloboda i faktorima koji ga određuju sa osvrtom na Bosnu i Hercegovinu-General indications index of economic freedom and the factors which determined it», Periodical for social Issues, Sarajevo University, 2006., 225-248 pg., ISSN 0032-7271

4. Čizmić, Elvir; Imamović-Čizmić, Kanita; «Uloga obrazovanja i znanstvenih radnika u procesu ekonomskog razvoja-The role of education and scientists in economic development process», Periodical for social Issues, Sarajevo University, 2007., 137-174 pg., ISSN 0032-7271
5. Čizmić, Elvir; Pehlić, Izet; „Knowledge management and balanced scorecard concept principles application as an accelerant of organizational efficacy-Primjene principa upravljanja znanjem i balanced scorecard koncepta kao katalizator uspješnosti organizacije“, Zbornik radova Islamskog pedagoškog fakulteta u Zenici; 2008., 215-245 pg., ISSN 1840-4448
6. Trgo, Adil; Čizmić, Elvir; „Organizational efficacy as a function of knowledge management and balanced scorecard concept principles application-Uspješnost organizacije kao funkcija primjene principa upravljanja znanjem i balanced scorecard koncepta“, Zbornik radova Fakulteta za poslovni menadžment, Univerzitet Džemal Bijedić Mostar, štampan u decembru, 2008., 37-64 pg., ISSN 1512-8377
7. Čizmić, Elvir; Trgo, Adil; „Project defining as a key precondition of its implementation quality-Definiranje projekta kao ključni preduvjet kvaliteta njegove implementacije“, Zbornik radova Fakulteta za poslovni menadžment, Univerzitet Džemal Bijedić Mostar, 2009., 1-22 pg., ISSN 1512-8377
8. Đonlagić, Dženan; Čizmić, Elvir; «Menadžerski modeli optimizacije finansiranja elektroenergetskog sektora u Bosni i Hercegovini- Managerial models for financing optimization of electric energy sector in Bosnia and Herzegovina» Faculty of economics Sarajevo Periodical. num. 29, 2009., 219-242 pg., ISSN 0581-7439
9. Čizmić, Elvir; Pehlić, Izet; „Interpersonal aspects of managerial referential power and emotional intelligence as a precondition of effectively organization running- Interpersonalni aspekti referentne moći i emocionalne inteligencije menadžera kao preduvjet efektivnog vođenja organizacije“, Zbornik radova Islamskog pedagoškog fakulteta u Zenici; 2009., pg., ISSN 1840-4448
10. Čizmić, Elvir; The balanced scorecard concept as a managerial tool for organizational strategy’s formulating and implementing- Case for analyzes: School of Economics and Business Sarajevo, Periodical „Forth Counseling about Reform of Higher Education Sarajevo University, Zbornik radova “IV savjetovanje o reformi visokog obrazovanja na UNSA” october 2010. 61-78 pg., ISBN 978-9958-600-23-4
11. Imamović-Čizmić, Kanita; Elvir, Čizmić; Dualna Priroda Instituta Pravednosti u Pravu Konkurencije-Dual Nature of the Institute of Fairness in Competition Law, Periodical for social Issues, Sarajevo University, 2010. maj/May-august/August, 101-123 pg., ISSN 0032-7271 (Print); ISSN 1986-5244 (Online).
12. Trgo, Adil; Čizmić, Elvir; Crnkić, Kenan; Micro Entrepreneurship-A Myth or An Imperative for The Economic Dvelopment of Bosnia and Herzegovina, ICES 2010: „ Economic Development Perspectives of SEE Region in the Global Recession Context “, October, 2010., Sarajevo, BIH;
13. Čizmić, Elvir; Hadžiselimović, Venan; Crnkić, Kenan; Business Decisions Making Considering Marketing Information-Oil and Oil Derivatives Industry in Bosnia and Herzegovina; ICES 2010: „ Economic Development Perspectives of SEE Region in the Global Recession Context “, October, 2010., Sarajevo, BIH;
14. Čizmić, Elvir; Crnkić, Kenan; „Enhancing organizational effectiveness and efficiency through balanced scorecard application” "Problems and Perspectives in Management", issue _4_ (cont.), november-december, 2010; 137-149 pg., ISSN 1727-7051 http://www.businessperspectives.org/component/option,com_journals/task,issue/id,146/id,3/Itemid,74/ (refere to EconLit, ABI/INFORM, PAISInternational, Cabell)
15. Crnkić, Kenan; Čizmić, Elvir; Adil, Trgo; Mikrokrediti kao „conditio sine qua non“ razvoja incijalne preduzetničke aktivnosti; Zbornik radova-Konferencija Razvoj Poslovanja 2010; Proceedings-Conference: Business Development 2010; Novembar EFZE; 173-186 pg; ISSN 1840-4006,
16. Čizmić, Elvir; Crnkić, Kenan; Adil, Trgo; Korporativno upravljanje kroz integriranje strateških i operativnih aspekata balanced scorecard koncepta; Zbornik radova-Konferencija Razvoj Poslovanja 2010; Proceedings-Conference: Business Development 2010; Novembar EFZE; 553-566 pg; ISSN 1840-4006,
17. Čizmić, Elvir; Balanced scorecard implementation as a precondition of organizational business integral quality development-Primjena balanced scorecard koncepta kao preduvjet razvoja integralnog kvaliteta poslovanja organizacije, Semminar: System Quality Implementation Effects, Periodical-Zbornik radova, University Zenica-Machinery Faculty Zenica-Quality Asociation of Bosnia and Herzegovina, 31-46 pg., ISSN 1986-5082,
18. Imamović-Čizmić, Kanita; Crnkić, Kenan; Elvir, Čizmić; Primjena makroekonomskog menadžerskog modela u upravljanju razvojem Bosne i Hercegovine; Zbornik radova-Konferencija Razvoj Poslovanja 2011-Ekonomska politika i poslovanje malih i srednjih preduzeća; Proceedings-Conference: Business Development 2010-Economic Policy and Small-Medium Enterprises; Novembar EFZE; 35-48 pg; ISSN 1840-4006,
19. Crnkić, Kenan; Čizmić, Elvir; Aziz, Šunje; Kreativno promišljanje i inovativnost kao ključ uspješnog preduzetničkog djelovanja; Zbornik radova-Konferencija Razvoj Poslovanja 2011-Ekonomska politika i poslovanje malih i srednjih preduzeća; Proceedings-Conference: Business Development 2010-Economic Policy and Small-Medium Enterprises; Novembar EFZE; 373-384 pg; ISSN 1840-4006,
20. Čizmić, Elvir, Bilal, Kenan, Primjena principa menadžmenta znanja kao katalizator organizacijskog poslovnog uspjeha- The Knowledge Management Principles Application as Organizational Business

- Success Catalyst, Periodical for social Issues, Sarajevo University, 2010. maj/May-august/August, 101-123 pg., ISSN 0032-7271 (Print); ISSN 1986-5244 (Online)
21. Čizmić Elvir, Aziz Šunje, Veljko Trivun, Croatian Scientific Conference of Management Departments, with international participation: Management, Leadership and Organisation in XXI Century: (Dis)continuities in the practice of organization and management, "Unaprjeđenje upravljačkog procesa primjenom Balanced Scorecard koncepta – slučaj Ekonomskog fakulteta u Sarajevu" Split, Croatia, Proceedings-Conference: 2012.
 22. Crnkić, Kenan; Čizmić, Elvir; Aziz, Šunje; Knowledge management and innovation as driving forces behind successful entrepreneurship, ICES 2012: „Beyond the Economics Crisis: Lessons Learned and Challenges Ahead“, October, 2012., Sarajevo, BIH;
 23. Elvir, Čizmić, Strateško planiranje kao okvir za uspješnu implementaciju upravljanja kvalitetom u visokoškolskim institucijama (QM); Zbornik radova -Univerzitet u Sarajevu; VI Savjetovanje o reformi visokog obrazovanja „Kontinuitet reforme visokog obrazovanja“ 13-14 April, 2012, PG: 25-43, ISBN 978-9958-600-23-4; (CEEOL); Elvir, Čizmić, Strategic Planning As a Frame for Quality Management Successful Implementation in Higher Education Institutions (QM); CONFERENCE PROCEEDING-The Sixth Conference on Higher Education Reforming „Continuity of Higher Education Reforming“ Zbornik radova -Univerzitet u Sarajevu; VI Savjetovanje o reformi visokog obrazovanja „Kontinuitet reforme visokog obrazovanja“ 13-14 April, 2012, PG: 25-43, ISBN 978-9958-600-23-4; (CEEOL);
 24. Čizmić, Elvir; Imamović-Čizmić, Kanita, PRINCIPI FUNKCIONIRANJA UNIVERZITETA TREĆE GENERACIJE - LEKCIJE ZA UNIVERZITETE U PROCESU TRANZICIJE, Časopis za Društvena Pitanja-Periodical for Social Issues, januar-april, 2013, pg: 51-70, ISSN 0032-7271, Elvir, Čizmić; Imamović-Čizmić, Kanita; The Principles of Third Generation Universities Functioning-Lessons for Universities in Transition Process; Periodical for social Issues, Sarajevo University, 2013. January-April, 2013, 51-70 pg., ISSN 0032-7271 (Print); ISSN 1986-5244 (Online). (EBSCO, CEEOL)
 25. Čizmić, Elvir; Crnkić, Kenan; Assuring of Learning Goals System Implementation as a Catalyst of School of Economics and Business Sarajevo Quality Upgrading, Advances in Economics and Business 1(2): 233-243, 2013, DOI: 10.13189/aeb.2013.010218, <http://www.hrpub.org>, Copyright © 2013 Horizon Research Publishing All rights reserved., pg: 233-243, ISSN: 2331-5059 (Print); ISSN: 2331-5075 (Online) (HRPUB).
 26. Elvir, Čizmić, Venan, Hadžiselimović, Kenan, Crnkić, Sinhronizacija tržišta Nafta i Naftnih Derivata Bosne i Hercegovine sa Direktivama Evropske Unije, ZBORNİK RADOVA-Međunarodna Naučna Konferencija, Pravni i Ekonomski Aspekti Procesu Integracije Bosne i Hercegovine u Evropsku Uniju, 7-8 novembar, 2013, str: 76-98, ISBN 978-9958-604-78-2; COBISS.BH.-ID 20735750, Elvir, Čizmić, Venan, Hadžiselimović, Kenan, Crnkić, Bosnia and Herzegovina Oil and Oil Derivatives Market Alignment to European Union Directives, CONFERENCE PROCEEDING, Third International Scientific Conference „Legal and Economic Aspects of Bosnia and Herzegovina Integration Processes to European Union, 7-8 November, 2013, str: 76-98, ISBN 978-9958-604-78-2; COBISS.BH.-ID 20735750, (EBSCO)
 27. Čizmić, Elvir; Kenan, Crnkić, Senad, Softić, Sistem osiguranja učenja kao katalizator unapređenja kvaliteta nastavnog procesa visokoškolskih institucija“ **ZBORNİK RADOVA**; Treća Internacionalna naučna konferencija „Ekonomija Integracija“-ICEI u organizaciji Ekonomskog fakulteta Univerziteta u Tuzli na temu Znanjem od recesije ka prosperitetu; 6-7 decembar, Tuzla, Bosna i Hercegovina, strana 647-664; ISSN 2233-0445, Čizmić, Elvir; Kenan, Crnkić, Senad, Softić, **ASSURANCE OF LEARNING AIMS SYSTEM AS AN ACCELERANT OF HIGHER EDUCATION INSTITUTION LECTURING PROCESS QUALITY UPGRADING** CONFERENCE PROCEEDING; Third International Scientific Conference "Economy of Integration"- ICEI 2013; „Using Knowledge to Move from Recession to Prosperity" 6-7 December, Tuzla, Bosna i Hercegovina / **pg: 647-664, ISSN 2233-0445 (EBSCO)**
 28. Elvir, Čizmić, Kenan, Crnkić, Senad, Softić, DIZAJNIRANJE ORGANIZACIJSKE STRUKTURE VISOKOŠKOLSKIH INSTITUCIJA TREĆE GENERACIJE, Zbornik radova; ISBN: 978-953-7153-32-8; ORGANISATIONAL STRUCTURE DESIGNING OF THIRD GENERATION HIGHER EDUCATION INSTITUTIONS; to the 3rd regional meeting & scientific conference of management departments: MANAGEMENT, LEADERSHIP AND ORGANISATION IN 21st CENTURY, held on 25-26th September 2013, on the premises of Department of Economics and Business Economics at the University of Dubrovnik, Croatia; Book of Proceedings; ISBN: 978-953-7153-32-8

29. Čizmić, Elvir; Senad, Softić, Kenan, Crnkić, Primjena principa poduzetništva na visokoškolskim institucijama, Zbornik radova, Sveučilište u Mostaru-Ekonomski fakultet, 2013. strana 3-22, ISSN 1840-3255, (Journal of economic Literature Pittsburg, Pannsylvania, USA – JEL on CD, e-JEL, EconLit, EBSCO); Application of Entrepreneurial Principles within Higher Education Institutions, Journal of Economy and Business, Mostar University-Faculty of Economics, 2013. pg: 3-22, ISSN 1840-3255, (Journal of economic Literature Pittsburg, Pannsylvania, USA – JEL on CD, e-JEL, EconLit, EBSCO);
30. Senad, Softić, Čizmić, Elvir; Kenan, Crnkić, Kriza i krizni menadžment preduzeća u Bosni i Hercegovini, Zbornik radova, Sveučilište u Mostaru-Ekonomski fakultet, 2013. strana 93-108, ISSN 1840-3255, (Journal of economic Literature Pittsburg, Pannsylvania, USA – JEL on CD, e-JEL, EconLit, EBSCO); Crisis and Crisis Management of Companies in Bosnia and Herzegovina, Journal of Economy and Business, Mostar University-Faculty of Economics, 2013. pg: 93-108, ISSN 1840-3255, (Journal of economic Literature Pittsburg, Pannsylvania, USA – JEL on CD, e-JEL, EconLit, EBSCO);
31. Čizmić, Elvir; Čengiđ, Enes; „Organizational structure redesign in aim to upgrade business performances of Energoinvest dd Sarajevo-Redizajn organizacijske structure u cilju podizanja poslovnih performansi Energoinvest dd Sarajevo“, Zbornik radova Ekonomskog fakulteta, Univerzitet Džemal Bijedić Mostar, decembar, 2014., 90-113 pg., ISSN 1512-7613, (EBSCO);
32. Čizmić, Elvir; Venan, Hadžiselimović, Kenan, Crnkić, UNAPREĐENJE UPRAVLJAČKIH PROCESA NAFTNIH KOMPANIJA KROZ PRIMJENU SAVREMENIH MENADŽERSKIH KONCEPATA, the 4th South-East European (SEE) meeting & scientific conference of management departments: MANAGEMENT, LEADERSHIP, ORGANISATION AND ENTREPRENEURSHIP IN 21st CENTURY: HOW TO DEVELOP MANAGERIAL AND ENTREPRENEURIAL SKILLS AND COMPETENCES IN THE SEE REGION?, 26-27th September 2014, Tuzla, Bosna i Hercegovina, strana 107-122; ISSN 2233-0445; OIL COMPANIES GUVERNING PROCESS UPGRADING THRU CONTEMPORARY MANAGERIAL CONCEPTS APPLICATION, the 4th South-East European (SEE) meeting & scientific conference of management departments: MANAGEMENT, LEADERSHIP, ORGANISATION AND ENTREPRENEURSHIP IN 21st CENTURY: HOW TO DEVELOP MANAGERIAL AND ENTREPRENEURIAL SKILLS AND COMPETENCES IN THE SEE REGION?, 26-27th September 2014 Tuzla, BiH,, , CONFERENCE PROCEEDING; pg: 107-122, ISSN 2233-0445;

III. DODATNE REFERENCE

1. Voditelj projekta redizajniranja organizacione strukture i projektiranje nove sistematizacije radnih mjesta (sistematizacija, specifikacija i standardizacija) kompanije Energoinvest dd Sarajevo (jun-decembar 2013. godine)-Primjena Mintzberg-ove metodologije.
2. Elvir Čizmić PhD, Expert participation in HELP NGO project BOS 203: Decreasing of Poverty through Local Economic Development of Central Bosnia and Herzegovina Support; Expert training enforcement for Entrepreneurship and Business Planning, March, April, 2013.- Stručna participacija u okviru HELP-ovog projekta BOS203: Smanjenje siromaštva kroz podršku lokalnom ekonomskom razvoju u centralnoj BiH; Implementacija stručnih treninga na polju preduzetništva i biznis planiranja; mart, april, 2013.
3. Full awarded fellowship: 3EP-European Entrepreneurship Educators Programme-European Commission and Faculty of Economics/University of JJ Strossmayer Osijek, 26-31. Januar. 2013.
4. Projekt-Član projektnog tima za pripremu i implementaciju (mart-maj 2010.) „Četvrto savjetovanje o reformi visokog obrazovanja na Univerzitetu u Sarajevu; Kopredsjedavajući grupacije društvenih nauka (prezentacije sa fakulteta društvenih nauka Univerziteta u Sarajevu), održana na Ekonomskom fakultetu Univerziteta u sarajevu/Project-Member of the project team for preparation and implementation (mart-maj 2010.)-„Forth Counseling about Reform of Higher Education Sarajevo University“ Co-chairmen of the social science group (Faculties of Sarajevo University) which took place at Faculty of Economics and Business Sarajevo/Sarajevo University.
5. Projekt-Član projektnog tima za pripremu informacija vezano standarde Austrijske agencije za osiguranje kvaliteta-Posebna obavljen zadatak vezano za objašnjenje povezanosti strategije EFSA sa politikom kvaliteta i aktivnostima osiguranja kvaliteta na EFSA. Project-Member of the project team for preparation standards and information for Austria Agency for Quality Assurance-AQA-My duty was-Preparation information and presentation for connection between faculty strategy and quality policy and quality assurance process in it.
6. Projekt-Lider projektnog tima za pripremu i implementaciju strategije razvoja EFSA (redefiniranje misije i vizije fakulteta i dizajniranje poslovne strategije)/Project-Project leader Designing the Faculty of Economics and Business Sarajevo Strategy (Redesign of Mission, Vision and Strategic plan with creating Strategic map according to balanced scorecard model (combine of Learning school, Design

school and Contingency school of strategic management during project realization-Document presented and accepted at the middle of the July 2010 and it includes the faculty commitment to the quality standards and accreditation.

7. Projekt ekspert/predavač: Humanitarna organizacija HELP (Hilfe für Selbsthilfe) u organizaciji njemačkog ministarstva vanjskih poslova; Učesnik u realizaciji projekta: Predavač na temu „Razvoj preduzetništva u ruralnim dijelovima BiH“ decembar 2009-januar 2010. (Općine/Opštine: Kiseljak, Konjic, Rogatica i td.)/Project-Humanitarian organization HELP (Hilfe für Selbsthilfe) in cooperation with Foreign department ministry of Germany; Teacher in short training „Development of entrepreneurship in rural B&H municipalities“ December 2009-Januar 2010.
8. Projekt lider u kreiranju sistema interne i eksterne evaluacije EFSA od strane internih i eksternih interesnih grupa/Project-Project leader of the overall analyzes of the all faculty processes-Evaluation by the student (quality of the lecturers and programs)-Self-evaluation (professional and administrative staff)-Evaluation of institution (1. internal-by the employees-lecturers and administration; 2. external-by the member of the BAB-Business Advisory Board-various managers from the best B&H companies-this aspect will be realized during the first half of the December 2010)
9. Projekt-Član vodećeg tima za realizaciju projekta za dobijanje AACSB akreditacije-projekt je još u toku./Project-Member of leading team for the implementation and realization of the process AACSB accreditation of the Faculty of Economics and Business Sarajevo, preparation plan draft-Accreditation standards in my charge (continuous objective improvements, student admission, student retention, student mission compatibility,) ongoing-currently in realization
10. Projekt-Član vodećeg tima za realizaciju projekta za dobijanje EFMD/EPAS akreditacije-projekt je uspješno realiziran./Project-Member of leading team for EFMD-EPAS process of accreditation-ongoing-currently in realization.
11. Projekt-Član vodećeg tima za realizaciju projekta uvođenja elektronskih kartica na EFSA./Project-Member of leading team for Student Electronic Card System implementation at the Faculty of Economics and Business Sarajevo/Sarajevo University-currently introducing.
12. Drugi projekti vezani za kreiranje ECTS kataloga 2010, implementiranja ljetnih škola, ICES konferencije, kreiranje upitnika I sl./Other projects-Preparation of the new ECTS 2010 catalogue, Projects of summer schools, Implementation of questionnaire project for gathering data and information about quality implementation and assurance in faculty, Project of preparation ICES-international scientific conference 2006., 2008., and 2010., etc.
13. Druge dužnosti u smislu nadzora mobilnosti studenata, koordinacija projekta kreiranja dokumenta-Sporazum o učenju i druge obaveze vezane za implementaciju bolonjskog procesa/Other duties-Monitoring process of student mobility and some internationalization processes, Creating new procedures and documentation-(for example-learning agreement) and all the management activities are generally focused on fully implementation of Bologna principles and improving all aspects of quality in our organization.
14. Prevod i komentar članak: Digitalna bolnica i izrada syllabusa Preduzetništvo u zdravstvu za kreiranje novog programa EFSA “Menadžment u zdravstvu”.

▪ STUDIJSKI BORAVCI

1. TEMPUS project of European Union, Study visit refer to the management subject, (SAA-Scuola di Amministrazione Aziendale, Università Degli Studio di Torino-School of Management, University of Torino), Italy, Torino and Faculty of Economics and Business Sarajevo, May 2006.
2. Study visit in Canada Faculty development initiative Workshop, University of Alberta International and E-net center Faculty of Economics and Business Sarajevo, Canada, Alberta, Edmonton, June 2006.
3. Seminar/Summer School Delegate: 3EP-European Entrepreneurship Educators Programme-European Commission and Faculty of Economics/University of J.J. Strossmayer Osijek, Croatia, 26-31. 08. 2012.

▪ UČEŠĆE NA STRUČNIM KONFERENCIJAMA I SKUPOVIMA

1. Čizmić Elvir, ALMA MATER STUDIORUM-UNIVERSITA di BOLOGNA (SEDE di FORLI FACOLTA di Economia (SYMPOSIUM – “Creation of sustainable enterprise in Transition Countries”) Thema: Strategic management and Human Resources in the Development of Transition Countries. The Case of FBiH. October, 2005,
2. Čizmić Elvir, Aziz Šunje, Veljko Trivun, Croatian Scientific Conference of Management Departments, with international participation: Management, Leadership and Organisation in XXI Century: (Dis)continuities in the

practice of organization and management, "Unaprjeđenje upravljačkog procesa primjenom Balanced Scorecard koncepta – slučaj Ekonomskog fakulteta u Sarajevu" Split, Croatia, September, 2011.

▪ MENTORSTVO KOD MAGISTARSKIH RADOVA I RADOVA II CIKLUSA STUDIJA

1. Bilal Kenan: Upravljanje znanjem u funkciji unapređenja poslovanja organizacije; mentor Elvir Čizmić – Sarajevo: Ekonomski fakultet, 109 str. 2011.
2. Gušo Mirna: Motivacijske tehnike u funkciji efektivnijeg i efikasnijeg realiziranja posla; mentor Elvir Čizmić – Sarajevo: Ekonomski fakultet, 137 str. 2011.
3. Elma Bezdob: Primjena savremenih menadžerskih konceptata u apotekarstvu u funkciji zadovoljstva klijenata; mentor Elvir Čizmić – Sarajevo: Ekonomski fakultet, 106 str. 2011.
4. Selma Ajanović: Brending poslodavca kao ključni preduvjet izgradnje konkurentne prednosti organizacije; mentor Elvir Čizmić – Sarajevo: Ekonomski fakultet, 100 str. 2011.
5. Čengić Zaliha: Uticaj znanja i vještina menadžera na kvalitet funkcioniranja zdravstvenih institucija u F BiH, 125 str. 2011.
6. Pašalić Hazim: Utjecaj motivacionih tehnika na radnu uspješnost državnih službenika – kantonalna uprava za inspeksijske poslove ZE-DO Kantona, 131 str. 2011.
7. Begović Jusuf, tema: Analiza efektivnosti i efikasnosti korporativnog upravljanja u Bosni i Hercegovini, 141 str. 2011.
8. Valjevac Jasmin: Unapređenje poslovanja kompanije korištenjem Six Sigma koncepta kontrole kvaliteta – primjer ASA Prevent Group, 123 str. 2011.
9. **Doktorska disertacija, Venan mr Hadžiselimović, "Unapređenje upravljačkih procesa naftnih kompanija u Bosni i Hercegovini kroz primjenu savremenih menadžerskih konceptata" septembar, 2014. ekonomski fakultet/ Univerzitet Džemal Bijedić u Mostaru. Mentor prof dr Elvir Čizmić,**

▪ AKADEMSKI ANGAŽMAN IZVAN EKONOMSKOG FAKULTETA U SARAJEVU

1. **Nastavnik u okviru programa I i II Ciklusa studija/master programu Ekonomskog fakulteta Univerziteta u Zenici, predmet: Dizajniranje organizacije i Upravljanje kvalitetom, Univerzitet u Zenici, Ekonomski fakultet u zenici, Oktobar 2013-Oktobar 2014-zimski semestar,.**
2. **Nastavnik u okviru programa II Ciklusa studija Krizni menadžment-Zajednički program Ekonomskog fakulteta Univerziteta u Sarajevu i Ekonomskog fakulteta Sveučilište u Zagrebu, predmeti: Savremeni menadžment, Operacioni menadžment, Strateško preduzetništvo, decembar 2013-februara 2014 godine.**
3. **Nastavnik na predmetu Savremeni menadžerski koncepti na zajedničkom master programu Ekonomskog fakulteta u Sarajevu/Univerziteta u Sarajevu i Ekonomskog fakulteta Univerziteta Džemal Bijedić u Mostaru, zimski semestar akademske 2011/2012 godine,**
4. **Nastavnik na predmetu: Menadžment neprofitnih organizacija, Univerzitet u Zenici, Islamski pedagoški fakultet, Oktobar 2008-Februar 2009,.**
5. **Humanitarna organizacija HELP (Hilfe für Selbsthilfe) u organizaciji njemačkog ministarstva vanjskih poslova; Učesnik u realizaciji projekta: Predavač na temu „Razvoj preduzetništva u ruralnim dijelovima BiH“ decembar 2009-januar 2010. (Općine/Opštine: Kiseljak, Konjic, Rogatica i td.)**

▪ ČLANCI U POSLOVNIM ČASOPISIMA

1. Čizmić Elvir, Koristi i troškovi provođenja koncepta integralnog kvaliteta u organizaciji, Business2Business Magazine, broj 6. septembar/rujan 2009. str. 36-39. ISSN 1840-4480
2. Čizmić Elvir, Orijentacija na kupce i akcije na tržištu, Business2Business Magazine, broj 5. avgust/kolovoz 2009. str. 46-49. ISSN 1840-4480
2. Čizmić Elvir, Projektni menadžment kao poslovna praksa, Business2Business Magazine, broj 4. juni/juli 2009. str. 31-33. ISSN 1840-4480
3. Čizmić Elvir, Djelovanje resursa na poslovni uspjeh kompanija, IN STORE TRADE MAGAZINE, broj 7. str. 84-88. ISSN 1840-4049
4. Čizmić Elvir, Influence of Human Resources on Business Effectiveness-Djelovanje resursa na poslovni uspjeh kompanija, IN STORE TRADE MAGAZINE, broj 7. str. 84-88. ISSN 1840-4049
5. Čizmić Elvir, Venan Hadžiselimović, Da li se preduzetnik rađa ili stvara? Poslovne novine, Oktobar, 2011, str. 68-70.
6. Čizmić Elvir, Strategijski pristup upravljanju ljudskim resursima u porodičnim firmama, Porodične firme-Stub razvoja ekonomije BiH, Jun, 2011, str. 38-39.

▪ OSTALO

1. Projekt pripreme i organiziranja Seminara Philip-a Kotler-a pod nazivom: How to Position Your Brand Uniquely?-Kako upravljati markom proizvoda i usluga u savremenoj poslovnoj praksi?, Voditelj projekta Prof dr Muris Čičić, maj-septembar, 2006.,
2. Projekt Simulimpresa (Simulation of Enterprises-Simulacija rada preduzeća) na Ekonomskom fakultetu Sarajevu u periodu od marta do juna 2006. godine u saradnji sa ALMA MATER STUDIORUM-UNIVERSITA di BOLOGNA (SEDE di FORLI FACOLTA di Economia-SIMULIMPRESA,
3. Projekt Razvojnog Vijeća/Partnerske Grupe Regije Centralne BiH za izradu regionalne razvojne strategije ekonomske regije Centralna BiH za 2006. godinu, REZ Zenica, mart-maj 2006, Zenica.
4. Projekt izrade Strateškog plana i programa FBiH za razvoj energetskog sektora, član ekspertne grupe i autor dijela dokumenta pod nazivom: Modeli izgradnje, finansiranja i korištenja energetskih objekata, februar-maj 2008., str 195-219,
5. Assistant Professor; subject: Managing Human Resources, Sarajevo University, Faculty of Business and Economics Sarajevo-Griffit College Dublin, October, 2009-February, 2010.
6. Assistant Professor co-teaching with prof dr Aziz Šunje; subject: Strategic Human Resources Management, Sarajevo University, Faculty of Business and Economics Sarajevo-Griffit College Dublin, 2010/11.
7. Assistant Professor co-teaching with prof dr Aziz Šunje; subject: International Business Policy and Strategy, Sarajevo University, Faculty of Business and Economics Sarajevo-Griffit College Dublin, 2011.
8. Assistant Professor; subject: Human Resources Management, Sarajevo University, Faculty of Business and Economics Sarajevo-Master program-Stream Managing of Public Sector, 2010.
9. Assistant Professor; subject: Contemporary Managerial Concepts, Sarajevo University, Faculty of Business and Economics Sarajevo-Master program-Stream Management and Organization, 2010.
10. Assistant Professor; subject: Non for Profit Organizations Management, University Zenica, Islamic Pedagogical Faculty, October, 2008-February, 2009.
11. Member of Expert team: Strategic plan for energy sector development of F BiH: **MODELI FINANSIRANJA IZGRADNJE I KORIŠTENJA ENERGETSKIH OBJEKATA-MODELS FOR FINANCING, BUILDING AND HARNESING OF ENERGETIC OBJECTS**; <http://www.fbihvlada.gov.ba/bosanski/izdvajamo/SPP-sept-08-PRIJEDLOG.pdf>
12. Član koordinacionog tima za Projekta revitalizacije bloka 6 – 110 MW u TE Kakanj i Projekta revitalizacije bloka 6 – 215 MW u TE Tuzla. 2009-11.
13. Konferencija zajedničkog projekta-Joint Project Conference: Jačanje visokog obrazovanja u BiH-Strengthening Higher Education in BiH, Piloting the Framework for Higher Education Qualifications in BiH Results, Conclusions and follow up, Project founded by the EU; Sarajevo, October, 2011,
14. Završna konferencija zajedničkog projekta-Joint Project Finale Conference: Jačanje visokog obrazovanja u BiH- Strengthening Higher Education in BiH, Project founded by the EU; Sarajevo, March, 2011,
15. Regionalna konferencija: Upravljanje univerzitetima u zemljama zapadnog balkana, Project founded by the EU IPA Funds; GOPA World Consultants; Sarajevo, April, 2011.
16. V savjetovanje o reformi visokog obrazovanja-Univerzitet u Sarajevu: Daljnji trendovi reforme visokog obrazovanja po Bolonjskim principima, Sarajevo, April, 2011.
17. Final Conference, “Support to Higher Education Reform in BiH”; Project founded by the EU IPA Funds; GOPA World Consultants; Sarajevo, October 2011.
18. TEMPUS; International symposium: Modernising Teacher Education in a European Perspective; Rektorat UNSA, Sarajevo, October, 2011.

S poštovanjem,

Sarajevo, 14.01.2015.

Prof dr Elvir Čizmić