



Strategic Curriculum Internationalisation Plan

WP4 – Going beyond

Plan for Strengthening and Expanding the Internationalisation Culture at the Institutional Level

Adamas University

Formulating a 3-year Strategic Plan for Internationalization – ADAMAS UNIVERSITY

Stages:

- Assessment of the present situation
- SWOT analysis of the strengths and weaknesses, opportunities, and threats, involving the largest possible number of stakeholders. Public Authorities involvement is highly recommended.
- **First draft of the Strategic Plan for Internationalization**, aimed to improve the various aspects of the process of internationalization using a holistic approach

In order to formulate the Plan, we recommend using the following table, adding and adapting according to the specific situation.

Sector/subsector (General objective) / Specific Objectives	Initial situation (at present)	Desired situation in 3 years	Activities (add lines as necessary)	High Priority To be completed within 3 years (Yes/No)	Indicators/examples	Person or persons responsible
I Institutional international Strategy						
Develop, approve, and publish a new and more incisive institutional strategy that supports all aspects of the activities of the HEI.	The current state of our Higher Education Institution (HEI) reveals a dynamic landscape with opportunities for growth and enhancement. While we have made strides in academic excellence, there is a recognized need for a more cohesive and strategic institutional approach. Our internationalization efforts, while commendable, lack a unified and comprehensive framework, and there's room for improvement in areas such as global partnerships, student mobility, and faculty engagement. To address these challenges, there is a consensus that a new and more incisive institutional strategy is crucial for aligning our activities with our broader goals and aspirations.	In three years, we envision a transformed HEI that stands as a beacon of global academic distinction. The new institutional strategy will have propelled us toward achieving the following key outcomes: Global Academic Excellence: A substantial improvement in global rankings, reflecting the institution's commitment to academic excellence and research impact. Increased recognition and accreditation of our programs on the international stage. Strategic International Partnerships: Establishment of strategic partnerships with renowned global institutions, fostering collaborative research projects, faculty exchanges, and joint academic programs. A diversified network of partnerships that spans various regions and disciplines, enhancing the institution's global reach. Comprehensive Student Mobility Programs:	1. Conduct a Comprehensive Institutional Assessment: Undertake a thorough assessment of the current state of the institution, considering academic programs, research initiatives, global engagement, financial health, and other relevant factors. Identify strengths, weaknesses, opportunities, and threats (SWOT analysis) to inform the development of the new strategy. 2. Engage Stakeholders: Facilitate workshops, town hall meetings, and focus group discussions to gather input from a broad range of stakeholders, including faculty, staff, students, alumni, and external partners. Seek insights into the aspirations, challenges, and expectations of various constituencies. 3. Establish a Strategy Development Team: Form a multidisciplinary strategy development team comprising representatives from academic departments, administration, finance, and other relevant areas. Appoint a strategy champion or steering committee to provide leadership and oversight. 4. Define Clear Objectives and Key Performance Indicators (KPIs): Clearly define the objectives that the new institutional strategy aims to achieve. Establish measurable KPIs to track progress and assess the success of the strategy over time. 5. Financial Planning and Resource Allocation:	Yes	<ul style="list-style-type: none"> • Number of new international partnerships established. • Percentage increase in faculty and student participation in international programs. • Growth in collaborative research projects with global partners. • Percentage increase in the diversity of the student body. • Number of students participating in study abroad programs or international internships. • Student satisfaction scores related to global engagement opportunities. Percentage increase in the diversity of the student body. • Number of students participating in study abroad programs or international internships. • Student satisfaction scores related to global engagement opportunities. • Percentage increase in the diversity of the student body. • Number of students participating in study abroad programs or international internships. • Student satisfaction scores related to global engagement opportunities. 	Office of Chancellor and Vice Chancellor, HODs, Dean of various school of studies



Handwritten signatures and initials at the bottom right of the page.

	<p>A significant increase in the number of students participating in study abroad programs, internships, and international research opportunities. Enhanced support services for international students, ensuring a seamless integration into the academic and cultural fabric of our institution.</p> <p>Faculty Engagement and Collaboration: Active involvement of faculty members in international research collaborations, conferences, and faculty exchange programs. Increased participation in global academic networks, contributing to the institution's reputation as a hub for collaborative and groundbreaking research.</p> <p>Inclusive Campus Culture: Implementation of diversity and inclusion initiatives, creating an inclusive campus environment that celebrates cultural diversity and fosters cross-cultural understanding. Integration of global perspectives into the curriculum, promoting a comprehensive understanding of international issues among students and staff.</p> <p>Innovative Teaching and Learning Methods: Integration of innovative teaching and learning methods, leveraging technology and best practices from around the world. Implementation of language programs and cross-cultural training to enhance the global competency of students and faculty.</p> <p>Effective Communication and Visibility: Clear and consistent communication of the institution's internationalization efforts, achievements, and opportunities. Increased visibility and positive reputation in the global academic</p>	<p>Develop a financial plan that aligns with the resource requirements of the new strategy. Allocate resources strategically to support priority initiatives, ensuring sustainability and effectiveness.</p> <p>6. Risk Assessment and Mitigation: Conduct a risk assessment to identify potential obstacles and challenges associated with the new strategy. Develop mitigation plans to address identified risks and uncertainties.</p> <p>7. Drafting the Institutional Strategy Document: Draft a comprehensive institutional strategy document that outlines the vision, objectives, core strategies, and initiatives. Clearly articulate the roles and responsibilities of different stakeholders in the strategy's implementation.</p> <p>8. Review and Approval Process: Facilitate a review process involving key stakeholders, including faculty, administrators, and governance bodies. Obtain feedback and make necessary revisions to strengthen the strategy document. Present the strategy for approval by the relevant governing bodies, such as the Board of Trustees or Academic Senate.</p> <p>9. Communication Plan: Develop a robust communication plan to effectively disseminate the new strategy to internal and external audiences. Utilize various communication channels, including newsletters, websites, and town hall meetings.</p>			
--	---	---	--	--	--

Handwritten signature or initials.



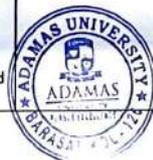
Handwritten signature or initials.

		<p>community, attracting top talent and collaborative opportunities.</p> <p>Sustainable Financial Growth: Diversification of revenue streams through successful international partnerships, enrollment growth, and research grants. Strategic resource allocation that supports the sustainability of internationalization initiatives.</p> <p>Compliance with Global Standards: Adherence to international education standards, regulations, and best practices. Robust policies and procedures that ensure compliance and ethical conduct in all international activities.</p> <p>Strengthened Alumni Relations: Increased engagement with international alumni, creating a global network that contributes to the institution's success and reputation. Alumni involvement in mentorship programs, further enhancing the global impact of our graduates</p>				
<p><i>Examine the existing document and compare it to new needs and directions of development identified</i></p>	<p>Current Strategy focuses on curriculum development, student exchange program, faculty development and international partnerships.</p> <ul style="list-style-type: none"> • courses are designed to provide exposure to students to different cultures and respect • non-credit value-added courses like Foreign Language • student exchange programs for one or two months • Policy making in progress for study abroad program • various professional development opportunities for 	<p>1. A clear vision and mission statement that articulates the institution's commitment to internationalization and its specific goals in the global context</p> <p>2. Alignment of the internationalization strategy with relevant national policies and initiatives, ensuring compliance with government regulations and guidelines</p> <p>3. Student Mobility Programs: Establish robust student exchange programs, study abroad opportunities, and international internships to provide students with cross-cultural experiences. Develop support services for incoming and outgoing international students, including language support and cultural integration programs.</p>	<p>1. Curriculum Internationalization: Infuse global perspectives into the curriculum by integrating international content, case studies, and collaborative projects. Explore the development of joint degree programs and dual-degree options with international partners.</p> <p>2. Foster collaboration through joint research projects, faculty and student exchange programs, and collaborative academic initiatives with reputed international universities, research institutions, and industry players.</p>	Yes	<ul style="list-style-type: none"> • Percentage of courses with an international component. • Number of joint degree programs or courses offered in collaboration with international institutions. • Number and quality of international events, conferences, and seminars hosted or participated in by the institution. • Participation rates in global academic forums. 	<p>Office of Chancellor and Vice Chancellor, HODs, Dean of various school of studies</p>



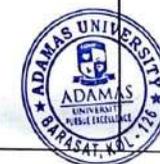
Handwritten signatures in blue ink at the bottom right of the page.

	<p>faculty to enhance their skills in teaching and researching in an international context through ERASMUS funded exchange programs.</p> <ul style="list-style-type: none"> partial funding for international conferences, workshops, and exchange programs. 	<p>4. Faculty Development and Exchange:</p> <p>5. Encourage faculty to engage in international conferences, workshops, and collaborative research projects. Facilitate faculty exchange programs and sabbaticals with partner institutions to enhance teaching and research capabilities.</p> <p>6. Research Collaboration: Promote and facilitate international research collaborations by providing incentives, funding, and administrative support. Establish joint research centers and encourage faculty to participate in global research networks.</p> <p>7. Language Programs and Cross-Cultural Training: Offer language programs and cross-cultural training to students, faculty, and staff to enhance effective communication and cultural understanding. Ensure that language barriers are minimized to promote inclusivity in internationalization efforts.</p>				
<p><i>Incorporate new aspects on a provisional basis and give it wide publicity</i></p>	<p>Clear communication on certain aspects of the strategy that are being adjusted on a provisional basis is needed.</p>	<p>1. Transparent Communication: Clearly communicate that certain aspects of the strategy are being adjusted on a provisional basis. Emphasize that this approach is part of an ongoing commitment to innovation and responsiveness.</p> <p>2. Engage Stakeholders: Convene town hall meetings, webinars, or focus groups to engage stakeholders in a dialogue about the provisional changes. Encourage open discussions to gather feedback and insights on the new aspects.</p>	<p>1. Social Media Campaigns: Launch a social media campaign to create awareness about the provisional changes. Utilize hashtags and interactive content to encourage discussions and participation.</p> <p>2. Infographics and Visual Aids: Create visually appealing infographics and visual aids that succinctly explain the provisional changes and their potential impact. Share these materials across various communication channels.</p> <p>3. Faculty and Staff Meetings: Hold dedicated meetings with faculty and staff to discuss the new aspects on a provisional basis. Provide forums for questions, clarifications, and suggestions.</p>	<p>No</p>	<p>1. Media Coverage: Indicator: Number of media outlets covering the provisional changes. Measurement: Track press releases, articles, interviews, and other media coverage related to the new aspects.</p> <p>2. Online Engagement: Indicator: Social media engagement. Measurement: Monitor likes, shares, comments, and overall engagement on social media platforms using relevant hashtags or campaign identifiers.</p> <p>3. Attendance and Participation: Indicator: Participation in town hall meetings, webinars, and focus groups. Measurement: Track the number of attendees and active participation in events related to the provisional changes.</p>	<p>Branding and Communication Team</p>



Handwritten signatures and initials at the bottom of the page.

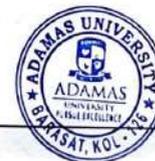
		<p>3. Online Platforms and Publications: Utilization of the institution's website, newsletters, and other online platforms to publish articles and updates about the provisional changes. Share success stories or examples of how the adjustments are positively impacting specific areas.</p> <p>4. Social Media Campaigns: Launch a social media campaign to create awareness about the provisional changes. Utilize hashtags and interactive content to encourage discussions and participation.</p> <p>5. Infographics and Visual Aids: Create visually appealing infographics and visual aids that succinctly explain the provisional changes and their potential impact. Share these materials across various communication channels.</p> <p>6. Faculty and Staff Meetings: Hold dedicated meetings with faculty and staff to discuss the new aspects on a provisional basis. Provide forums for questions, clarifications, and suggestions.</p> <p>Collaborative Workshops: Organize workshops or training sessions to help faculty and staff understand how to integrate and leverage the provisional changes in their roles. Facilitate discussions on best practices and potential challenges.</p>	<p>4. Collaborative Workshops: Organize workshops or training sessions to help faculty and staff understand how to integrate and leverage the provisional changes in their roles. Facilitate discussions on best practices and potential challenges.</p>		<p>4. Student Engagement: Indicator: Student participation in forums, surveys, or events. Measurement: Assess the level of student engagement through attendance at events and responses to surveys related to the new aspects.</p> <p>5. Regular Updates and Communications: Indicator: Consistency of communication. Measurement: Evaluate the regularity and effectiveness of updates regarding the provisional changes through newsletters, emails, or other communication channels.</p>	
<p>Discuss with all members of the institution and with external stakeholders, collect suggestions and incorporate them</p>	<p>Suggestions and feedback on internationalization strategy have been taken from internal stakeholders and incorporated. However, external stakeholders have not been involved yet.</p>	<p>1. All members including faculty, non-teaching staff and students will be encouraged to provide suggestions and feedback on the institutional internationalization strategy.</p> <p>2. External stakeholders such as, the local community will be engaged in internationalization efforts, fostering a sense of global</p>	<p>Meeting with all the stakeholders including internal and external for suggestion and feedback</p>	<p>Yes</p>	<ul style="list-style-type: none"> • Involvement in community outreach and service projects on a global scale. • Partnerships with local communities hosting international students. 	<p>International Office</p>



[Handwritten signatures]

		citizenship among students and the broader community. Collaboration with local industries to provide international exposure and opportunities for students.				
<i>Present the finished document to the appropriate authorities as necessary</i>	Final documents on internationalization strategy are always sent for approval to higher authorities.	Similar protocol will be followed in future regarding this.	Email communication/communication through hardcopy for approval	Yes	Number of draft version Regular email communication/communication through hardcopy for approval	International Office
<i>Post prominently on the home page of the IES website, and update as needed.</i>	Internationalization has been incorporated in University website.	Timely update of all news related to internationalization will be taken care.	Assigning the responsibility to a person for timely update of internationalization related information in the website.	Yes	Regular update of website for all internationalization activity	International Office
II International Offices and academic services						
Strengthen the structure of the International Offices. Redesign the organization chart of the Offices according to the various functions:	The strengthening of the structure of the international office (IO) involves enhancing its capabilities to effectively manage various aspects of internationalization within a higher education institution. Redesigning the organization chart should reflect a strategic alignment with the functions crucial for successful global engagement.	<p>Internationalization Office structure:</p> <p>1. Leadership and Strategy: Director of International Affairs: Provides strategic leadership for the IO. Develops and oversees the implementation of the internationalization strategy. Liaises with senior management and stakeholders.</p> <p>2. International Partnership Development: Manager, Global Partnerships: Identifies and cultivates strategic international partnerships. Facilitates collaboration agreements, MOUs, and joint initiatives. Coordinates with academic departments for partnership alignment.</p> <p>3. Student Mobility and Exchanges: Manager, Student Mobility Programs: Oversees study abroad programs and international student exchanges. Manages relationships with partner institutions for student mobility. Facilitates pre-departure and post-return support for students.</p> <p>4. Faculty and Research Collaboration:</p>	<p>1. Strategic Planning: Conduct a comprehensive review of the current internationalization strategy.</p> <p>2. Organizational Assessment: Conduct an assessment of the current IO structure, roles, and responsibilities.</p> <p>3. Skills Assessment and Training: Assess the skills and competencies of IO staff.</p> <p>4. Technology Integration: Evaluate and upgrade technology tools supporting internationalization efforts.</p> <p>5. Stakeholder Engagement: Engage with stakeholders, including faculty, students, and external partners.</p> <p>6. Internal Communication Enhancement: Improve internal communication channels within the IO.</p> <p>7. Alignment with Institutional Goals: Align IO goals with the broader institutional mission and vision.</p> <p>8. Resource Allocation Optimization: Review and optimize the allocation of financial and human resources.</p> <p>9. Performance Metrics Development: Develop key performance indicators (KPIs) for the IO.</p> <p>10. Partnership Development and Management: Strengthen and expand international partnerships.</p>	Yes	<p>1. Increased Internationalization Metrics: Improvement in quantitative metrics related to international student enrollment, faculty engagement, and global program participation.</p> <p>2. Enhanced Reputation: Improved international reputation of the institution as measured by rankings and recognition.</p> <p>3. Streamlined Processes: Reduction in processing times for international admissions, program approvals, and partnership agreements.</p> <p>4. Budgetary Effectiveness: Efficient use of resources with a positive impact on the budget allocated to internationalization activities.</p> <p>5. Staff Satisfaction: Positive feedback from IO staff regarding their roles, responsibilities, and professional development opportunities.</p> <p>6. Positive Feedback from Stakeholders: Positive feedback from faculty, students, alumni, and external partners on IO initiatives and services.</p> <p>7. Strategic Goal Achievement: Successful achievement of strategic goals outlined in the revised internationalization strategy.</p> <p>8. Increased Research Collaboration: Growth in the number of faculty involved in international research collaborations and joint publications.</p> <p>9. Cross-Cultural Competency: Improvement in cross-cultural competency scores among students, faculty, and staff.</p> <p>10. Compliance Adherence:</p>	International Office Quality assurance team Professional development team

	<p>Manager, Faculty Engagement and Research Collaboration: Promotes faculty involvement in international research projects. Facilitates faculty exchanges and collaborative initiatives. Manages grant opportunities for global research.</p> <p>5. International Recruitment and Admissions: Manager, International Admissions and Recruitment: Develops and executes international student recruitment strategies. Manages admissions processes for international students. Coordinates with marketing and admissions teams.</p> <p>6. Cultural Exchange and Language Support: Manager, Cultural Exchange Programs: Coordinates cultural exchange programs and events. Manages language support services for international students and faculty. Develops initiatives to promote cross-cultural understanding.</p> <p>7. Compliance and Regulations: Manager, International Compliance: Ensures compliance with international education regulations. Monitors changes in immigration policies and visa regulations. Advises on legal and regulatory matters related to internationalization.</p> <p>8. Communication and Outreach: Manager, International Communications: Leads communication strategies for the IO. Manages the IO's online presence and social media. Creates content to promote internationalization initiatives.</p> <p>9. Finance and Budgeting: Manager, International Finance and Budget:</p>	<p>11. Quality Assurance: Implement quality assurance processes for international programs and services.1</p> <p>12. Student and Faculty Support Services: Enhance support services for students and faculty engaged in international activities.</p>		<p>Indicator: Consistent adherence to international education regulations and standards.</p>	
--	--	---	--	--	--



[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

		<p>Manages the budget for internationalization activities. Oversees financial transactions related to global initiatives. Coordinates with finance and accounting departments.</p> <p>10. Program Assessment and Evaluation: Manager, Program Assessment and Evaluation: Establishes metrics and KPIs for internationalization programs. Conducts assessments to measure the impact of global initiatives. Provides reports and recommendations for continuous improvement.</p> <p>11. Student Services and Support: Manager, International Student Services: Offers support services for international students. Manages orientation programs and cultural integration initiatives. Addresses student concerns and ensures a positive student experience.</p>				
<p><i>Cooperation and partnerships</i></p>	<p>The International Office actively identifies and establishes partnerships with universities, research institutions, and organizations worldwide. These networks facilitate the exchange of knowledge, resources, and opportunities.</p> <p>Currently, memorandum of understanding signed with 83 universities across the world. Activities such as, student and faculty exchange have been initiated with few universities under MOUs.</p> <p>International academic advisory board consisting 24 members from 11 countries including Australia, Canada, China, France, Italy, Mongolia, Russia, UK, USA, UAE and Ukraine</p>	<p>The International Office will coordinate and support joint conferences, workshops, and seminars between partnering institutions. These events provide platforms for the exchange of ideas, research findings, and academic discussions.</p> <p>Joint academic programs: Collaborations often lead to the development of joint academic programs. These programs allow students to earn degrees or credits from both partnering institutions, promoting a diverse and comprehensive educational experience.</p>	<p>International conference, workshops jointly organized by host university and partnering university</p>	<p>Yes</p>	<ul style="list-style-type: none"> • Number of international partnerships established or strengthened. • Diversity of collaboration types, such as research partnerships, dual-degree programs, and joint conferences. • Number of joint research projects with international partners. • Number of collaborative publications and citations. 	<p>International Office</p>



Handwritten signatures

<p>Communications</p>	<p>1. Manages the institution's international website and social media platforms to provide information and updates to a global audience.</p> <p>2. Provides clear and comprehensive information on admission procedures, academic programs, and support services for international students.</p> <p>3. Communicate the available support services for international students, including orientation programs, language assistance, and cultural integration initiatives. Provides guidance on immigration regulations, visa processes, and other logistical matter</p> <p>4. Promotes international events, conferences, and seminars organized by the institution and encourages participation from the global academic community and disseminates information about the outcomes of these events.</p>	<p>1. Global Marketing and Branding: IO will Develop and implement marketing strategies to promote the institution globally. Creates promotional materials and campaigns to showcase academic programs, research excellence, and the overall appeal of the institution to an international audience.</p> <p>2. Digital Presence: Digital channels to share success stories, upcoming events, and other relevant content that highlights the institution's international activities.</p> <p>3. Crisis Communication: To Develop and implement crisis communication plans for international incidents or emergencies. To ensure timely and accurate communication to international students and staff during crises, such as natural disasters or political unrest.</p>	<p>1. Information Dissemination: To ensure that information about international programs, partnerships, and opportunities is effectively communicated to students, faculty, and staff, distribution of newsletters, bulletins, and other communication materials is to done to keep the university community informed about international activities.</p> <p>2. Recruitment Communication: Communicates with prospective international students through targeted outreach campaigns. Provides clear and comprehensive information on admission procedures, academic programs, and support services for international students</p> <p>3. Support Services Communication: Communicates the available support services for international students, including orientation programs, language assistance, and cultural integration initiatives. Provides guidance on immigration regulations, visa processes, and other logistical matters.</p>	<p>Yes</p>	<ul style="list-style-type: none"> Establishes communication channels for feedback from international students, faculty, and partners. Utilizes feedback to improve communication strategies and enhance the overall internationalization experience. 	<p>Branding and Communication Team</p>
<p>International mobility</p>	<p>1. The International Office plays a pivotal role in facilitating international mobility for students, faculty, and staff.</p> <p>2. Till date we have around 100 international students from Bangladesh and Nepal, out of which 50% students are enrolled with School of Engineering & Technology.</p> <p>3. Student and faculty exchange program has taken place with: Bath Spa University, U.K.</p>	<p>1. To Facilitate bilateral agreements with partner institutions to enable students to study abroad for a semester or academic year.</p> <p>2. To Coordinate the application process, ensuring credit transferability, and provide support services for outgoing and incoming exchange students.</p> <p>3. Outbound Study Abroad Programs: To Promotes and organize study abroad programs for domestic students, allowing them to gain</p>	<p>1. International Internships and Work Placements: To Develop partnerships with global organizations to facilitate international internships and work placements for students.</p> <p>2. Faculty Exchange Programs: To coordinate faculty exchange agreements to allow educators to teach or conduct research at partner institutions. Facilitates the exchange of academic knowledge, teaching methodologies, and research expertise.</p> <p>3. Visiting Scholars and Researchers: To Manages programs that bring international scholars and researchers to the institution for short-term visits.</p>	<p>Yes</p>	<ol style="list-style-type: none"> Percentage increase in the number of international students. Distribution of students from various countries and regions. Number of students participating in international exchange or study abroad programs. Percentage increase in student participation in global mobility initiatives 	<p>International Office</p>



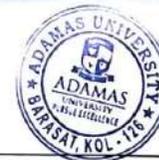
Handwritten signatures and initials at the bottom of the page.

	Rzeszów University of Technology, Poland Siam University, Thailand	<p>international experience and exposure to different academic and cultural environments.</p> <p>4. Inbound International Students:</p> <p>To Manage the admission process for international students, including application reviews, visa assistance, and orientation programs and to provide support services to help incoming students to integrate academically and culturally into the host institution.</p> <p>5. Promoting diversity and inclusion:</p> <ul style="list-style-type: none"> To ensure that international mobility programs are accessible to a diverse range of students, faculty, and staff To Promotes inclusivity and diversity within the internationalization initiatives. 	Supports collaborative research initiatives and promotes knowledge exchange.			
Strengthen the Communication strategy of the International Office	Internal communication within the IO team and communication to all stakeholders of the University and outside is needed to be improved.	Internal communication within the IO team and communication to all stakeholders of the University and outside is strengthened.	<ol style="list-style-type: none"> Conduct a thorough review of current communication objectives. Identify and analyze key stakeholders, including students, faculty, staff, alumni, and external partners. Utilize a mix of communication channels, including online platforms, newsletters, social media, and traditional media. Upgrade and optimize the IO's website and social media profiles. Develop a content strategy that highlights the institution's global achievements, partnerships, and opportunities. Ensure consistent branding across all communication materials and platforms. Strategically plan and promote international events, workshops, and initiatives. Ensure that communication materials are culturally sensitive and accessible. Provide training sessions for IO staff on effective communication strategies. 	Yes	<ol style="list-style-type: none"> Brand Perception: Improved perception of the institution's brand related to internationalization efforts. Measurement: Qualitative assessments and perception surveys. Stakeholder Engagement: Increased engagement and interaction with IO content from various stakeholders. Measurement: Analyze social media interactions, comments, and direct feedback. Crisis Response Effectiveness: Efficient handling of crisis communications with minimal negative impact. Measurement: Assess the effectiveness of crisis response strategies during challenging situations. Internal Collaboration: Improved collaboration and information-sharing within the IO team. Measurement: Evaluate internal communication and collaboration tools. Faculty and Student Involvement: Increased participation of faculty and students in international programs and initiatives. Measurement: Track enrollment in international courses, study abroad programs, and faculty-led initiatives. 	International Office Quality assurance team Branding Team Manager



[Handwritten signatures]

					<p>6. Cross-Cultural Understanding: Positive feedback on the effectiveness of IO communication in promoting cross-cultural understanding. Measurement: Surveys or focus group discussions on cross-cultural perceptions.</p> <p>7. Accessibility and Inclusivity: Positive feedback on the accessibility and inclusivity of communication materials. Measurement: Assess accessibility features in digital communication and gather feedback on inclusivity.</p> <p>8. Success Stories and Impact: Increased publication of success stories related to internationalization initiatives. Measurement: Monitor and share impactful stories that highlight the positive outcomes of IO efforts.</p> <p>9. Partnership Communication: Positive feedback from international partners regarding the clarity and effectiveness of communication. Measurement: Assess partner satisfaction through regular communication and feedback channels.</p>	
Reformulate regulations	Reformulation of regulations of internationalization is in process.	A sustainable and long-term internationalization plan that adapts to changing global trends and institutional needs. Ensure financial sustainability by exploring grant opportunities, partnerships, and revenue-generating international programs	<p>1. Conduct a Regulatory Review: A comprehensive review of existing regulations and policies related to international programs and activities Will be conducted to identify areas that may need updating or improvement based on changes in global trends, education policies, or institutional priorities.</p> <p>2. Engage Stakeholders: Key stakeholders, including faculty, staff, students, and administrators Will be involved in the reformulation process and feedback and insights Will be collected on the effectiveness of current regulations and areas where improvements are needed.</p> <p>3. Align with Institutional Goals: The reformulation of regulations must be aligned with the broader goals and mission of the institution.</p> <p>4. Stay Informed on Global Trends: Knowing the global trends in international education, immigration policies, and other relevant areas it is to consider how changes in the international landscape may impact the institution and necessitate adjustments to regulations.</p> <p>5. Address Diversity and Inclusion:</p>	Yes	<p>1. Alignment with Global Standards: Percentage of regulatory changes aligned with recognized international standards.</p> <p>2. Improved Regulatory Clarity: Reduction in the number of ambiguities or uncertainties in internationalization regulations.</p> <p>3. Enhanced Flexibility and Adaptability: Increased flexibility in regulations to accommodate diverse internationalization strategies.</p> <p>4. Stakeholder Involvement: Level of stakeholder engagement in the reformulation process.</p> <p>5. Impact on International Mobility: Increased international mobility of students, faculty, and staff.</p> <p>6. Adherence to Equity and Inclusivity: Integration of equity and inclusivity principles in the revised regulations.</p> <p>7. Monitoring and Evaluation Framework: Existence of a structured framework for monitoring and evaluating the impact of regulatory changes.</p>	<p>Office of Chancellor and Vice Chancellor</p> <p>Office of the Registrar</p>



Handwritten signatures and initials in blue ink at the bottom right of the page.

			<p>Review regulations to ensure they promote diversity and inclusion within the internationalization framework. It is required to consider how policies can support the needs of students and staff from various cultural backgrounds.</p> <p>6. Incorporate Flexibility:</p> <p>To Build flexibility into regulations to accommodate diverse international activities, collaborations, and partnerships. Anticipate and plan for variations in program structures, academic calendars, and cultural differences.</p> <p>7. Promote Innovation:</p> <p>Encourage innovative approaches to international education and research. Consider how regulations can support initiatives such as virtual exchanges, joint online programs, and other emerging trends in internationalization.</p> <p>8. Enhance Support Services:</p> <p>Review and update regulations related to support services for international students and faculty. Ensure that regulations address the evolving needs of the international community on campus.</p> <p>9. Clarify Communication:</p> <p>Ensure that regulations are communicated clearly to all stakeholders, including international students, faculty, and staff. Utilize various communication channels to disseminate information effectively.</p> <p>10. Compliance with Laws and Standards:</p> <p>Ensure that any reformulation of regulations complies with relevant laws and international education standards. Stay abreast of changes in regulations at the national and international levels</p>			
Streamline communication channels	A thorough assessment of existing communication channels is to be conducted within the institution, both internal and external to identify redundancies, inefficiencies, and areas where communication	<p>1. Create Communication Protocols:</p> <p>A clear communication protocols will be developed outlining how information should be disseminated, who is responsible for communication, and the expected frequency of updates.</p>	<p>1. Communication Audit: Conduct a comprehensive audit of existing communication channels.</p> <p>2. Establish a Unified Platform: Integrate or establish a unified platform for internal communication.</p> <p>3. Standardized Communication Protocols: Develop and implement standardized communication protocols.</p>	Yes	<p>1. Reduction in Communication Redundancy: Percentage decrease in redundant or repetitive communications.</p> <p>2. Increased Adoption of Unified Platform: Growth in the number of users actively using the unified communication platform.</p> <p>3. Compliance with Standardized Protocols: Percentage of communications aligning with standardized protocols.</p>	Branding and Communication Team



[Handwritten signatures]

	<p>may be unclear or delayed.</p>	<p>Guidelines will be established for the use of different communication channels based on the type and urgency of the information.</p> <p>2. Segmented Audiences: Identify and segment different target audiences (students, faculty, staff, external partners) and tailor communication channels and messages to meet their specific needs. Customize communication based on the level of detail and relevance to each audience.</p> <p>3. Regular Newsletters and Updates:</p> <p>Implement regular newsletters or updates to keep the community informed about internationalization initiatives, achievements, and upcoming events.</p> <p>4. Feedback Mechanisms:</p> <p>Establish feedback mechanisms to allow stakeholders to provide input on communication effectiveness. Use surveys, suggestion boxes, or regular forums for open discussions about communication processes.</p> <p>5. Social Media Engagement:</p> <p>Leverage social media platforms strategically to disseminate information and engage with the community. Tailor content for each platform and use analytics to assess engagement.</p>	<p>4. Clear Information Hierarchy: Establish a clear hierarchy for information dissemination.</p> <p>5. Regular Communication Reviews: Conduct regular reviews of communication processes and channels.</p> <p>6. Technology Integration: Leverage technology to integrate and streamline communication tools.</p> <p>7. Training and Awareness Programs: Conduct training programs to raise awareness about streamlined communication.</p>		<p>4. Improved Response Times: Reduction in the average response time for communications.</p> <p>5. Enhanced Employee Satisfaction with Communication: Positive feedback from employees regarding the clarity and efficiency of communication.</p> <p>6. Increased Participation in Training Programs: Growth in the number of employees participating in communication training programs.</p> <p>7. Regular Communication Audits and Reviews: Consistent and scheduled communication audits and reviews.</p>	
<p><i>Raise awareness on the areas involved in the processes</i></p>	<p>1. Current Awareness Initiatives: The institution currently conducts sporadic awareness initiatives focused on internationalization, such as occasional workshops, seminars, and newsletters.</p> <p>2. Communication Channels: Communication about internationalization primarily occurs through</p>	<p>1. Comprehensive Awareness Campaign: Launch a comprehensive awareness campaign that spans an entire academic year, including dedicated months to specific internationalization themes.</p> <p>2. Enhanced Communication Platforms: Establish a centralized digital platform to streamline communication on internationalization efforts.</p>	<p>1. Upgrade the institution's website to include a dedicated section for internationalization news and updates.</p> <p>2. Implement a robust internal communication tool for real-time announcements and discussions.</p> <p>3. Explore the use of multimedia channels such as podcasts and video series to convey information.</p> <p>4. Launch a series of training sessions on integrating global perspectives into curriculum design.</p>	<p>Yes</p>	<p>1. Engagement Metrics: Increased participation in webinars, workshops, and other awareness events.</p> <p>2. Social Media Metrics: Growth in social media engagement related to internationalization content.</p> <p>3. Feedback Response Rate: Percentage of the academic community providing feedback on the awareness campaign.</p> <p>4. Platform Utilization: Increased usage of the upgraded website and internal communication tool.</p> <p>5. Multimedia Content Consumption: Positive response to podcasts and video series.</p>	






	<p>traditional channels like emails, notice boards, and occasional announcements in faculty meetings.</p> <p>3. Faculty and Staff Involvement: While some faculty and staff are actively engaged in international projects, a significant portion remains less involved or aware of opportunities.</p>	<p>3. Faculty and Staff Development Programs: Introduce ongoing development programs to equip faculty and staff with the knowledge and skills needed for internationalization.</p> <p>4. Feedback Mechanisms: Implement regular feedback mechanisms to assess the effectiveness of awareness initiatives and gather insights for improvement.</p> <p>5. Celebrating Success: Actively highlight and celebrate achievements in internationalization to inspire a sense of pride and engagement.</p> <p>6. Partnership Building: Strengthen partnerships with international institutions and organizations to expand opportunities and resources.</p>	<p>5. Provide resources and support for faculty interested in leading international research projects.</p> <p>6. Establish a mentorship program connecting experienced internationalization advocates with those looking to enhance their involvement.</p> <p>7. Conduct surveys and focus group sessions to gauge the impact of the awareness campaign.</p> <p>8. Establish an online suggestion box for continuous input on internationalization efforts.</p> <p>9. Use feedback to adapt and refine awareness strategies in real-time.</p> <p>10. Encourage faculty, staff, and students to share their international experiences through various channels.</p> <p>11. Actively participate in international conferences and forums to establish connections.</p> <p>12. Foster reciprocal relationships with global universities for student exchanges and joint research initiatives.</p> <p>13. Leverage existing partnerships to bring in visiting scholars and experts for collaborative projects.</p> <p>15. Organize regular webinars and workshops covering diverse aspects of internationalization.</p>		<p>6. Training Program Attendance: Growth in attendance at faculty and staff development programs.</p> <p>7. Mentorship Program Participation: Active participation in the mentorship program.</p> <p>8. Survey Participation Rate: High participation in surveys and feedback mechanisms.</p> <p>9. Suggestion Box Usage: Regular submission of suggestions and comments.</p> <p>10. Publication Engagement: Increased readership and engagement with success stories in institutional publications.</p> <p>11. Partnership Initiatives: Growth in the number of international partnerships and collaborative projects.</p> <p>12. Visiting Scholar Program Success: Successful hosting of visiting scholars and experts.</p>	
<p><i>Develop printed and /or digital material of the institution in the strategic languages</i></p>	<p>All the printed and digital materials are in English.</p>	<p>It is to ensure that communication materials are accessible in multiple languages, especially if the international community includes individuals with diverse language backgrounds. Language support services are to be provided as needed.</p>	<p>1. Language Assessment and Selection: Conduct an assessment of the institution's target audience and determine strategic languages for communication.</p> <p>2. Translation and Localization: Translate and localize relevant materials into the selected strategic languages.</p> <p>3. Multilingual Website Development: Develop and maintain a multilingual website to cater to diverse language preferences.</p> <p>4. Creation of Marketing Collateral: Generate marketing collateral in strategic languages to promote the institution.</p> <p>5. Language-Specific Social Media Engagement: Establish and maintain a presence on social media platforms in strategic languages.</p> <p>6. Community Outreach in Strategic Languages: Conduct community outreach events and initiatives in the strategic languages.</p>	<p>No</p>	<p>1. Language Reach and Coverage: Percentage increase in the number of languages covered by printed and/or digital materials.</p> <p>2. Audience Engagement in Strategic Languages: Increased engagement metrics (click-through rates, shares, comments) in strategic languages on digital platforms.</p> <p>3. Multilingual Website Traffic: Growth in the number of visitors accessing the institution's website in strategic languages.</p> <p>4. Effectiveness of Translation and Localization: Positive feedback and comprehension rates regarding the accuracy and cultural relevance of translated materials.</p> <p>5. Community Outreach Impact: Increased attendance and participation in community outreach events conducted in strategic languages.</p> <p>6. Social Media Follower Growth in Strategic Languages: Growth in the number of followers on language-specific social media accounts.</p>	<p>International Office</p>



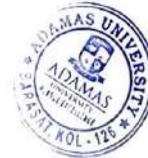
Handwritten signatures or initials in blue ink.

<p>Training Activities for the staff and students involved</p>	<p>The progress in training activities for staff and students involved in internationalization should aim for comprehensive skill development, increased cultural competence, and the successful implementation of international initiatives.</p>	<p>For Staff</p> <ol style="list-style-type: none"> 1. Cultural Competence: A significant increase in staff members' cultural competence. 2. Internationalization Strategies: Staff members well-versed in the institution's internationalization strategies. 3. Global Collaboration Skills: Improved ability to collaborate with international partners and colleagues. 4. Language Proficiency: Enhanced language skills relevant to their roles. 5. Project Management for International Initiatives: Increased proficiency in managing international projects. 6. Policy and Compliance Training: Staff members well-informed about international education policies and compliance. <p>For Students:</p> <ol style="list-style-type: none"> 1. Global Awareness: Increased awareness of global issues and cultures among students. 2. Language Proficiency: Improved language skills relevant to their academic disciplines. 3. Cross-Cultural Communication: Enhanced cross-cultural communication skills. 4. International Research Exposure: Increased exposure and participation in international research. 5. Study Abroad Opportunities: Higher participation rates in study abroad programs. 6. Internships and Experiential Learning Abroad: More students engaging in international internships. 	<ol style="list-style-type: none"> 1. Regular cultural sensitivity training sessions. 2. Inclusion of cross-cultural communication modules in professional development programs. 3. Integration of global perspectives into the curriculum. 4. Global awareness campaigns and events. 5. Language courses integrated into academic programs. 6. Language exchange programs or partnerships 7. Cultural competency workshops and seminars. 8. Collaborative projects with students from diverse backgrounds. 9. Encouraging student involvement in global research projects. 10. Facilitation of student attendance at international research conferences. 11. Providing financial support or scholarships for study abroad. 12. Developing partnerships for international internships and establishing exchange programs with global companies. 13. Create opportunities for students to lead international initiatives. 14. Collaborative projects involving students from different cultural backgrounds. 15. Regular surveys and forums for students to share their experiences. 16. Incorporation of student feedback into program improvements 	<p>Yes</p>	<p>For Staff</p> <ol style="list-style-type: none"> 1. Percentage increase in staff members demonstrating enhanced cultural competence. 2. Growth in staff involvement in international projects, collaborations, or committees. 3. Improved language proficiency among staff in roles that require language skills. 4. Completion and success of international projects led by staff. 5. Higher participation rates in conferences, workshops, or certifications related to international education. <p>For Students</p> <ol style="list-style-type: none"> 1. Improvement in students' self-reported global awareness and cross-cultural competence. 2. Increased involvement in study abroad programs, international internships, or research projects. 3. Improvement in language proficiency among students in language-focused programs. 4. Positive feedback from students regarding the quality and relevance of internationalization training. 5. Increase in students demonstrating leadership skills in an international context. 6. Percentage of students pursuing global career opportunities or further international studies post-graduation. 	<p>International Office Department of Language Director, Career Development Cell Director, Soft Skill Training Cell</p>
---	---	---	---	------------	--	---



Handwritten signatures and initials in blue ink, located below the official seal.

		<p>7. Global Leadership Skills: Increased emphasis on developing global leadership skills.</p> <p>8. Peer-to-Peer Learning: Integration of peer-to-peer learning in international contexts.</p> <p>9. Feedback Mechanisms: Established mechanisms for gathering student feedback on internationalization efforts.</p>				
Develop language skills	Foreign language training is available at the University campus for students only.	<p>1. Language Programs and Courses:</p> <p>Collaborates with language departments and instructors to offer language programs and courses tailored to the needs of international students and those participating in exchange programs.</p> <p>Coordinates language learning opportunities that align with the linguistic requirements of specific academic programs or destinations.</p> <p>2. Cultural Exchange Programs:</p> <p>Organizes language-focused cultural exchange programs that provide students with opportunities to practice language skills in real-life contexts.</p> <p>Partners with local communities or language exchange programs to create immersive language experiences.</p> <p>3. Language Support for Faculty and Staff:</p> <p>Offers language support services for faculty and staff members who may be involved in international collaborations, teaching, or research.</p> <p>Provides resources and training to enhance language proficiency in academic and professional contexts.</p> <p>4. Online Language Resources:</p>	<p>1. Pre-Departure Language Training:</p> <p>Provides pre-departure language training for students planning to study abroad or participate in international exchange programs. Offers resources, workshops, or language assessment tools to help participants gauge their language proficiency and prepare accordingly.</p> <p>2. Language Proficiency Testing:</p> <p>Organizes language proficiency tests or certifications to assess the language skills of international students and determine the appropriate level of support needed.</p> <p>Collaborates with language testing organizations to ensure standardized and recognized assessments.</p> <p>3. Support for Non-Native English Speakers:</p> <p>Offers support services, such as writing centers and language labs, specifically designed for non-native English speakers.</p> <p>Provides resources and workshops focused on academic writing, presentation skills, and other language-related challenges.</p>	Yes	Participation rates in language programs for international students. Language proficiency levels achieved by students and faculty engaged in international programs.	Department of Language and Literature



[Handwritten signatures]

		<p>Curates and provides access to online language resources, including language learning platforms, virtual language exchange programs, and digital language materials. Utilizes technology to make language learning more accessible and flexible.</p> <p>5. Language Proficiency for Academic Admission:</p> <p>Establishes language proficiency requirements for academic admission to ensure that international students have the necessary language skills for success in their academic programs. Collaborates with admissions offices to assess language proficiency during the application process.</p> <p>6. Continuous Assessment and Feedback:</p> <p>Implements regular assessments of language proficiency and offers constructive feedback to students, faculty, and staff. Adjusts language programs based on feedback and evolving language proficiency needs.</p>				
Propose training spaces on internationalization strategies	Training on internationalization strategy is being provided to few faculty members who are part of this RISHII project.	<p>1. Need Assessment:</p> <p>A need assessment is required to identify the specific training needs and gaps related to internationalization strategies within the institution to analyze the current level of awareness and expertise among faculty, staff, and administrators.</p> <p>2. Collaboration with Stakeholders:</p> <p>Collaboration with academic departments, administrative units, and other stakeholders to understand their perspectives on internationalization and gather input for training content to ensure that the proposed training spaces align with the broader</p>	<p>1. Development of Training Programs:</p> <p>Design of comprehensive training programs that cover various aspects of internationalization, including cultural competence, global engagement, and specific strategies for academic departments and create modules that cater to different audiences, such as faculty, administrative staff, and leadership.</p> <p>2. Workshops and Seminars:</p> <p>Organization of workshops and seminars on internationalization strategies, covering topics, such as, curriculum development, intercultural communication, and global partnerships including interactive sessions that encourage participation, discussion, and the sharing of best practices.</p>	Yes	<ul style="list-style-type: none"> Implement assessment tools and evaluation mechanisms to measure the effectiveness of the training programs. <p>Gather feedback from participants to identify areas of improvement and refine future training initiatives.</p>	Training and Placement Team



Handwritten signatures and initials in blue ink, including a large signature on the left and several smaller initials on the right.

	<p>goals and mission of the institution.</p> <p>3. Utilization of Expertise:</p> <p>The expertise available within the institution, including faculty members with international experience will be explored and collaboration with external experts and organizations to bring diverse perspectives and insights.</p> <p>4. Workshops and Seminars:</p> <p>Organization of workshops and seminars on internationalization strategies, covering topics, such as, curriculum development, intercultural communication, and global partnerships including interactive sessions that encourage participation, discussion, and the sharing of best practices.</p> <p>5. Customization for Departments:</p> <p>Tailor training content to the specific needs and goals of different academic departments and administrative units. Offer specialized sessions that address the unique challenges and opportunities faced by various areas of the institution.</p> <p>6. Online Training Platforms:</p> <p>The use of online training platforms is to be conducted to make resources accessible to a wider audience.</p> <p>7. Community Building:</p> <p>Facilitate networking opportunities and community-building events as part of the training spaces. Encourage collaboration and knowledge-sharing among participants to create a</p>				
--	---	--	--	--	--



[Handwritten signatures]

		<p>supportive internationalization community within the institution.</p> <p>8. Resource Repository:</p> <p>A repository of resources is to be created including training materials, guides, and best practices, that participants can access for continuous learning and to establish a centralized space for ongoing communication and collaboration.</p> <p>9. Sustainability Planning:</p> <p>To develop a sustainability plan for the ongoing provision of internationalization training. Identify strategies to institutionalize training spaces as a continuous and integral part of professional development.</p>				
<p>Generate staff mobility for shadowing work</p>	<p>Few staff mobility program has been organized.</p>	<p>1. Identifying Potential Opportunities:</p> <p>Researching and identifying international institutions that align with the goals and interests of the staff members seeking shadowing opportunities. Collaborating with partner institutions to establish reciprocal arrangements for staff exchanges.</p> <p>2. Communication and Awareness:</p> <p>Raising awareness among staff about the benefits of staff mobility and shadowing experiences. Communicating the availability of such opportunities and providing information on the application process.</p> <p>3. Customizing Programs:</p> <p>Tailoring staff mobility programs to meet the specific needs and interests of individual staff members or departments. Ensuring that shadowing experiences align with the professional development goals of the participants.</p>	<p>1. Cultural Orientation:</p> <p>Providing cultural orientation and pre-departure training for staff members embarking on international shadowing experiences. Offering guidance on cultural norms, professional etiquette, and other relevant aspects of the host country.</p> <p>2. Recognition and Certification:</p> <p>Recognizing and certifying staff members who successfully complete international shadowing programs. Documenting the learning outcomes and achievements to showcase the professional development gained through the experience.</p> <p>9. Follow-Up Activities:</p> <p>Organizing follow-up activities, such as debriefing sessions or workshops, to facilitate knowledge-sharing and application of insights gained during the shadowing experience. Encouraging staff to disseminate their experiences within the institution.</p>	<p>Yes</p>	<ul style="list-style-type: none"> Number of faculty and staff engaged in international collaborations, conferences, and exchange programs. Percentage of faculty involved in joint research projects with international partners. 	<p>International Office</p>



[Handwritten signature]

[Handwritten signature]

	<p>4. Facilitating Application Process:</p> <p>Assisting staff members in the application process for staff mobility programs. Providing guidance on preparing application materials, including letters of intent and proposed shadowing plans.</p> <p>5. Logistical Support:</p> <p>Offering logistical support for staff members, including assistance with visa applications, travel arrangements, and accommodation. Collaborating with relevant administrative offices to streamline logistical processes.</p> <p>6. Monitoring and Evaluation:</p> <p>Establishing a system for monitoring and evaluating the impact of staff mobility programs. Collecting feedback from participants and host institutions to assess the effectiveness of the shadowing experiences.</p> <p>7. Networking Opportunities:</p> <p>Facilitating networking opportunities for staff members during their international shadowing experiences. Encouraging the establishment of professional connections with counterparts at the host institution.</p> <p>8. Promoting Institutional Visibility:</p> <p>Showcasing successful staff mobility experiences to promote the institution's commitment to professional development and international collaboration. Highlighting the positive outcomes and impacts on staff members and the institution as a whole.</p>				
--	---	--	--	--	--



[Handwritten signature]

[Handwritten signature]

		<p>9. Feedback Mechanisms:</p> <p>Establishing mechanisms for continuous feedback to refine and improve the staff mobility programs over time. Soliciting input from both participants and host institutions to enhance the overall quality of the experiences.</p>				
III International mobility and Internationalization of the Institutional culture						
<p>Strengthen the capacities of the different mobility schemes in the HEI members of the project</p>	<ul style="list-style-type: none"> • Assessment: Evaluate current mobility schemes, including student, faculty, and staff exchanges. Identify strengths, weaknesses, and areas for improvement. • Resources: Determine current resources available for mobility schemes, including funding, staff, and infrastructure. • Partnerships: Review existing international partnerships and their effectiveness in facilitating mobility. 	<ul style="list-style-type: none"> • Enhanced Mobility Schemes: A more robust and diverse range of mobility opportunities for students, faculty, and staff. • Increased Participation: Higher participation rates in mobility programs. • Stronger International Partnerships: More effective and mutually beneficial partnerships with international institutions. 	<ol style="list-style-type: none"> 1. Develop Comprehensive Mobility Strategy <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Strategy document, implementation plan. o Responsible: International Office, University Leadership. 2. Increase Funding and Resources <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Increased budget allocation, additional staff for mobility programs. o Responsible: Finance Department, Fundraising Team. 3. Expand and Diversify Partnerships <ul style="list-style-type: none"> o High Priority: Yes o Indicators: New partnership agreements, increased mobility options. o Responsible: International Relations Office. 4. Enhance Support Services <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Improved pre-departure training, in-country support. o Responsible: Student Services, Mobility Coordinators. 5. Marketing and Promotion <ul style="list-style-type: none"> o High Priority: No o Indicators: Increased awareness, higher application rates. o Responsible: Marketing Department, Mobility Office. 6. Monitoring and Evaluation <ul style="list-style-type: none"> o High Priority: Yes 	<ul style="list-style-type: none"> • Yes: Activities 1, 2, 3, 4, and 6 are high priority and should be completed within 3 years to ensure the effectiveness of mobility schemes. • No: Activity 5, while important, is not as immediately critical as the others. 	<ul style="list-style-type: none"> • Increased Mobility Participation: Number of participants in mobility programs compared to previous years. • Successful Partnerships: Number of active partnerships and successful exchanges. • Student and Staff Feedback: Positive feedback from participants regarding their mobility experience. 	<ul style="list-style-type: none"> • International Office: Overall strategy and partnership development. • Finance Department and Fundraising Team: Securing and managing funds. • Student Services and Mobility Coordinators: Operational support and student services. • Marketing Department: Promotion of mobility programs. • Quality Assurance Team: Monitoring and evaluation of mobility schemes.

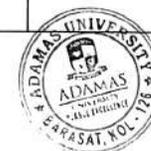


Handwritten signatures in blue ink, including a large stylized signature and several smaller ones.

			<ul style="list-style-type: none"> Indicators: Regular reports, feedback from participants. <p>Responsible: Quality Assurance Team, Mobility Office.</p>			
<p><i>Design mobility regulations in its different schemes, considering the available mobility schemes</i></p>	<ul style="list-style-type: none"> Current Regulations: Assess existing mobility regulations, identifying gaps and areas for improvement. Mobility Participation: Evaluate current participation rates and feedback from participants. Support Structures: Review the existing support structures for mobility programs. 	<ul style="list-style-type: none"> Comprehensive Regulations: Well-defined, clear, and comprehensive mobility regulations that cater to various mobility schemes. Enhance Participation and Satisfaction: Increased participation in mobility programs with high satisfaction rates. Streamlined Processes: Efficient and user-friendly processes for mobility applications and approvals. 	<ol style="list-style-type: none"> Developing New Mobility Regulations <ul style="list-style-type: none"> High Priority: Yes Indicators: Drafted and implemented new regulations. Responsible: Mobility Regulations Committee. Stakeholder Consultation <ul style="list-style-type: none"> High Priority: Yes Indicators: Feedback from stakeholders, consultation reports. Responsible: Stakeholder Engagement Team. Training and Awareness Programs <ul style="list-style-type: none"> High Priority: Yes Indicators: Number of training sessions conducted, participation rates. Responsible: HR and Training Department. Regular Review and Update of Regulations <ul style="list-style-type: none"> High Priority: Yes Indicators: Frequency of reviews, updates made. Responsible: Legal Affairs and Compliance Team. Implementation of a Feedback Mechanism <ul style="list-style-type: none"> High Priority: No Indicators: Feedback system in place, quality of feedback received. <p>Responsible: Quality Assurance Team.</p>	<ul style="list-style-type: none"> Yes: Activities 1, 2, 3, and 4 are essential for establishing a robust framework for mobility regulations and must be completed within the 3-year timeframe. <p>No: Activity 5, while important for continuous improvement, can be developed alongside the implementation of the new regulations.</p>	<ul style="list-style-type: none"> Regulation Implementation: Successful drafting and implementation of new mobility regulations. Increased Mobility Participation: Higher numbers of students and staff participating in mobility schemes. Positive Stakeholder Feedback: Constructive feedback from students, staff, and international partners. 	<ul style="list-style-type: none"> Mobility Regulations Committee: Responsible for drafting and developing new regulations. Stakeholder Engagement Team: In charge of conducting consultations with all relevant stakeholders. HR and Training Department: Responsible for organizing training and awareness programs. Legal Affairs and Compliance Team: Overseeing the regular review and updating of regulations. Quality Assurance Team: Implementing and managing the feedback mechanism.
<p>Generate mobility schemes with existing partners</p>	<ul style="list-style-type: none"> Current Partnerships: Assess the strength and scope of existing partnerships and their current contribution to mobility schemes. Mobility Programs: Evaluate existing mobility programs, including student and staff 	<ul style="list-style-type: none"> Enhanced Mobility Schemes: A broader and more effective range of mobility programs with existing partners. Increased Participation: Higher participation rates in these mobility schemes. Stronger Collaborations: Deeper and more productive collaborations with existing partners. 	<ol style="list-style-type: none"> Assessment and Strengthening of Current Partnerships <ul style="list-style-type: none"> High Priority: Yes Indicators: Assessment reports, renewed partnership agreements. Responsible: International Relations Office. Development of New Mobility Programs <ul style="list-style-type: none"> High Priority: Yes Indicators: Number of new programs initiated. Responsible: Mobility Programs Development Team. 	<ul style="list-style-type: none"> Yes: Activities 1, 2, 3, and 5 are crucial for establishing and enhancing mobility schemes and must be prioritized within 	<ul style="list-style-type: none"> Number of Active Mobility Programs: A clear increase in the number and variety of mobility programs. Participation Rates: Higher numbers of students and staff participating in these programs. Partner Feedback: Positive feedback from partner institutions regarding the effectiveness of the mobility schemes. 	<ul style="list-style-type: none"> International Relations Office: Overseeing partnership assessments and renewals. Mobility Programs Development Team: Developing new and innovative mobility programs. Finance Department and Student Services: Providing necessary resources and support. Marketing and Communications Department: Promoting the mobility schemes.

	<p>exchanges, joint research initiatives, etc.</p> <ul style="list-style-type: none"> • Challenges and Opportunities: Identify any challenges in current mobility schemes and potential opportunities with existing partners. 		<ol style="list-style-type: none"> 3. Enhancing Support and Resources for Mobility <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Increased budget allocation, support services. o Responsible: Finance Department, Student Services. 4. Marketing and Promotion of Mobility Schemes <ul style="list-style-type: none"> o High Priority: No o Indicators: Marketing materials, participation rates. o Responsible: Marketing and Communications Department. 5. Regular Review and Feedback Collection <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Feedback reports, improvement measures taken. <p>Responsible: Quality Assurance Team.</p>	<p>the 3-year timeframe.</p> <ul style="list-style-type: none"> • No: Activity 4, while important, can be scaled up progressively and is not as immediately critical as the others. 		<ul style="list-style-type: none"> • Quality Assurance Team: Monitoring the effectiveness of the programs and collecting feedback.
<p><i>Schedule construction</i></p>						
<p><i>Staff Mobility</i></p>	<ul style="list-style-type: none"> • Current Mobility Programs: Assess existing staff mobility programs, if any, including their scope, participation rates, and outcomes. • Resource Allocation: Evaluate resources currently allocated for staff mobility, including funding, administrative support, and infrastructure. • Partnerships: Review existing partnerships that can support staff mobility. 	<ul style="list-style-type: none"> • Robust Mobility Programs: Well-established, diverse, and effective staff mobility programs. • Increased Participation and Engagement: Higher participation rates in staff mobility schemes with positive outcomes. • Stronger International Networks: Enhanced international collaborations and networks resulting from staff mobility. 	<ol style="list-style-type: none"> 1. Develop Comprehensive Staff Mobility Strategy <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Strategy document, implementation plan. o Responsible: International Relations Office. 2. Secure Funding and Resources <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Increased budget allocation, dedicated staff for mobility programs. o Responsible: Finance Department, Grants and Funding Team. 3. Expand and Strengthen Partnerships <ul style="list-style-type: none"> o High Priority: Yes o Indicators: New partnership agreements, increased mobility options. o Responsible: Partnership Management Team. 4. Implement Support and Pre-departure Training <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Training programs, support structures in place. o Responsible: HR Department, Staff Development Team. 5. Promote Staff Mobility Opportunities <ul style="list-style-type: none"> o High Priority: No 	<ul style="list-style-type: none"> • Yes: Activities 1, 2, 3, 4, and 6 are essential for establishing a robust framework for staff mobility and must be completed within the 3-year timeframe. • No: Activity 5, while important for raising awareness, can be scaled up progressively. 	<ul style="list-style-type: none"> • Number of Staff Participating in Mobility Programs: A clear increase in participation rates. • Successful Partnerships: Number of active partnerships and successful staff exchanges. • Feedback from Staff: Positive feedback from staff regarding their mobility experience. 	<ul style="list-style-type: none"> • International Relations Office: Overall strategy and partnership development. • Finance Department and Grants and Funding Team: Securing and managing funds. • Partnership Management Team: Developing and maintaining partnerships. • HR Department and Staff Development Team: Providing pre-departure training and support. • Communications Department: Marketing and promoting mobility opportunities. • Quality Assurance Team: Monitoring and evaluating the effectiveness of the mobility schemes.

			<ul style="list-style-type: none"> ○ Indicators: Marketing materials, information sessions. ○ Responsible: Communications Department. <p>6 Monitoring and Evaluation</p> <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: Regular reports, feedback from participants. 			
			Responsible: Quality Assurance Team.			
<p><i>Teaching-Researcher Mobility Scheme (to generate trust among HEIs).</i></p>	<ul style="list-style-type: none"> • Current Mobility Programs: Evaluate existing teaching-researcher mobility programs, including their scope, participation rates, and outcomes. • Collaborative Research Initiatives: Assess current collaborative research initiatives and partnerships. • Resource Allocation: Review resources currently allocated for teaching-researcher mobility, including funding, administrative support, and infrastructure. 	<ul style="list-style-type: none"> • Enhanced Mobility Programs: Established, diverse, and effective teaching-researcher mobility programs. • Increased Participation and Collaboration: Higher participation rates in mobility schemes with strong collaborative research outcomes. • Trust and Network Building: Stronger trust and networks among HEIs resulting from these mobility schemes. 	<ol style="list-style-type: none"> 1. Develop Comprehensive Mobility Strategy for Teaching-Researchers <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: Strategy document, implementation plan. ○ Responsible: Research and Development Office, International Relations Office. 2. Secure Funding and Resources for Mobility Programs <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: Increased budget allocation, dedicated staff for program management. ○ Responsible: Finance Department, Grants and Funding Team. 3. Establish and Strengthen International Research Partnerships <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: New partnership agreements, joint research projects. ○ Responsible: Partnership Management Team. 4. Implement Support and Training for Participants <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: Pre-departure training programs, support structures. ○ Responsible: HR Department, Academic Affairs. 5. Promote Mobility Opportunities and Success Stories <ul style="list-style-type: none"> ○ High Priority: No ○ Indicators: Marketing materials, case studies, testimonials. ○ Responsible: Communications Department. 6. Monitoring, Evaluation, and Feedback Mechanism <ul style="list-style-type: none"> ○ High Priority: Yes 	<ul style="list-style-type: none"> • Yes: Activities 1, 2, 3, 4, and 6 are crucial for establishing a robust framework for teaching-researcher mobility and must be prioritized within the 3-year timeframe. • No: Activity 5, while important for raising awareness and showcasing success, can be scaled up progressively. 	<ul style="list-style-type: none"> • Number of Teaching-Researchers Participating: Increase in participation rates. • Quality and Quantity of Joint Research Projects: Successful collaborative research initiatives. • Feedback from Participants and Partner Institutions: Positive feedback and trust indicators. 	<ul style="list-style-type: none"> • Research and Development Office and International Relations Office: Overall strategy development and partnership cultivation • Finance Department and Grants and Funding Team: Securing and managing funds. • Partnership Management Team: Developing and maintaining international research partnerships. • HR Department and Academic Affairs: Providing training and support to participants. • Communications Department: Marketing and promoting mobility opportunities and successes. • Quality Assurance Team: Monitoring and evaluating the effectiveness of the mobility schemes.



[Handwritten signatures]

			<ul style="list-style-type: none"> Indicators: Regular reports, feedback from participants, research outcomes 			
Student Mobility Scheme	<ul style="list-style-type: none"> Current Mobility Programs: Assess existing student mobility programs, including exchange programs, internships abroad, and short-term study tours. Partnerships and Agreements: Review current international partnerships and agreements facilitating student mobility. Resource Allocation: Evaluate resources currently allocated for student mobility, including funding, administrative support, and infrastructure. 	<ul style="list-style-type: none"> Robust Mobility Programs: Well-established, diverse, and effective student mobility programs. Increased Participation and Engagement: Higher participation rates in mobility schemes with positive academic and cultural outcomes. Trust and Network Building: Enhanced trust and networks among HEIs resulting from these mobility schemes. 	<p>Responsible: Quality Assurance Team.</p> <ol style="list-style-type: none"> Develop Comprehensive Student Mobility Strategy <ul style="list-style-type: none"> High Priority: Yes Indicators: Strategy document, implementation plan. Responsible: International Relations Office, Student Affairs Secure Funding and Scholarships for Mobility Programs <ul style="list-style-type: none"> High Priority: Yes Indicators: Increased budget allocation, scholarship programs Responsible: Finance Department, Grants and Funding Team Expand and Strengthen International Partnerships <ul style="list-style-type: none"> High Priority: Yes Indicators: New partnership agreements, increased mobility options. Responsible: Partnership Management Team. Implement Pre-departure Training and Support <ul style="list-style-type: none"> High Priority: Yes Indicators: Training programs, support structures. Responsible: Student Services, Mobility Coordinators. Promote Mobility Opportunities and Success Stories <ul style="list-style-type: none"> High Priority: No Indicators: Marketing materials, case studies, testimonials. Responsible: Communications Department. Monitoring, Evaluation, and Feedback Mechanism <ul style="list-style-type: none"> High Priority: Yes Indicators: Regular reports, feedback from students, academic outcomes. 	<ul style="list-style-type: none"> Yes: Activities 1, 2, 3, 4, and 6 are essential for establishing a robust framework for student mobility and must be completed within the 3-year timeframe. No: Activity 5, while important for raising awareness and showcasing success, can be scaled up progressively. 	<ul style="list-style-type: none"> Number of Students Participating: Increase in participation rates in mobility programs. Quality of Partnerships: Successful student exchanges and positive feedback from partner institutions. Student Feedback and Academic Performance: Positive feedback from participating students and successful academic integration. 	<ul style="list-style-type: none"> International Relations Office and Student Affairs: Overall strategy development and program management. Finance Department and Grants and Funding Team: Securing and managing funds and scholarships. Partnership Management Team: Developing and maintaining international partnerships. Student Services and Mobility Coordinators: Providing pre-departure training and ongoing support. Communications Department: Marketing and promoting mobility opportunities and successes. Quality Assurance Team: Monitoring and evaluating the effectiveness of the mobility schemes.
Generate visibility policies in HEIs.	<ul style="list-style-type: none"> Current Visibility: Assess the current level of visibility and 	<ul style="list-style-type: none"> Enhanced Visibility: A well-recognized and respected university known for its academic 	<p>Responsible: Quality Assurance Team.</p> <ol style="list-style-type: none"> Develop a Comprehensive Visibility Strategy <ul style="list-style-type: none"> High Priority: Yes 	<ul style="list-style-type: none"> Yes: Activities 1, 2, 3, 4, 5, and 6 are essential for establishing a robust framework for student mobility and must be completed within the 3-year timeframe. 	<ul style="list-style-type: none"> Web Traffic and Social Media Engagement: Increased website visits, social media followers, and engagement. 	<ul style="list-style-type: none"> Marketing and Communications Department: Overall visibility strategy and coordination.



[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

	<p>recognition of the university both domestically and internationally</p> <ul style="list-style-type: none"> • Marketing and Communication Efforts: Evaluate existing marketing and communication strategies, including digital presence, public relations, and alumni networks. • Stakeholder Engagement: Review current engagement with key stakeholders, including students, faculty, alumni, and potential partners. 	<p>excellence and international collaborations.</p> <ul style="list-style-type: none"> • Strong Digital Presence: Robust online visibility through an updated website, active social media presence, and digital marketing. • Engaged Stakeholder Community: A highly engaged network of students, alumni, and academic and industry partners. 	<ul style="list-style-type: none"> ○ Indicators: Strategy document, implementation plan ○ Responsible: Marketing and Communications Department. <ol style="list-style-type: none"> 2. Revamp Digital Presence <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: Website relaunch, social media metrics. ○ Responsible: Digital Marketing Team. 3. Strengthen Public Relations and Media Outreach <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: Media appearances, press releases, public events. ○ Responsible: Public Relations Team 4. Enhance Alumni Engagement <ul style="list-style-type: none"> ○ High Priority: No ○ Indicators: Alumni network activities, testimonials. ○ Responsible: Alumni Relations Office. 5. Promote Academic and Research Achievements <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: Publications, research impact, awards. ○ Responsible: Academic Affairs, Research Department. 6. Regular Monitoring and Reporting <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: Regular visibility reports, feedback analysis. <p>Responsible: Quality Assurance Team.</p>	<p>crucial for establishing a strong visibility framework and must be prioritized within the 3-year timeframe.</p> <ul style="list-style-type: none"> • No: Activity 4, while important for long-term engagement, can be developed alongside other initiatives. 	<ul style="list-style-type: none"> • Media Coverage and Public Relations Success: Higher frequency and quality of media coverage, successful public events • Alumni and Stakeholder Engagement: Active participation and positive feedback from alumni and stakeholders 	<ul style="list-style-type: none"> • Digital Marketing Team: Managing and enhancing the digital presence • Public Relations Team: Handling media relations and public events • Alumni Relations Office: Engaging with the alumni network • Academic Affairs and Research Department: Showcasing academic and research achievements. • Quality Assurance Team: Monitoring progress and effectiveness of visibility efforts.
<p>Establish internal and external communication guidelines, framed in a mobility regulation</p>	<ul style="list-style-type: none"> • Current Communication Practices: Evaluate existing internal and external communication practices related to mobility programs. • Awareness and Understanding: Assess the level of awareness and understanding of mobility regulations among stakeholders. 	<ul style="list-style-type: none"> • Clear and Effective Communication: Well-established communication guidelines that are effectively implemented for both internal and external stakeholders. • Enhanced Awareness and Compliance: High level of awareness and compliance with mobility regulations. • Robust Feedback and Improvement Processes: Strong feedback mechanisms leading to continuous 	<ol style="list-style-type: none"> 1. Develop Comprehensive Communication Guidelines <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: Guidelines document, implementation plan ○ Responsible: Communications Department, Mobility Regulations Committee. 2. Training and Awareness Programs <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: Number of training sessions, participation rates. ○ Responsible: HR and Training Department. 3. Implement Effective Feedback Mechanisms <ul style="list-style-type: none"> ○ High Priority: Yes 	<ul style="list-style-type: none"> • Yes: Activities 1, 2, 3, 4, and 6 are essential for establishing a robust communication framework and must be completed within the 3-year timeframe. 	<ul style="list-style-type: none"> • Implementation of Guidelines: Successful development and implementation of communication guidelines. • Training and Awareness Levels: High participation in training programs and increased awareness. • Feedback Quality and Utilization: Effective use of feedback for continuous improvement. 	<ul style="list-style-type: none"> • Communications Department and Mobility Regulations Committee: Developing communication guidelines. • HR and Training Department: Organizing and conducting training and awareness programs. • Quality Assurance Team: Implementing feedback mechanisms and monitoring effectiveness. • Marketing and Communications Department: Promoting mobility regulations and guidelines.



Handwritten signature or initials.

	<ul style="list-style-type: none"> Feedback Mechanisms Review current feedback mechanisms for communication effectiveness 	improvement in communication	<ul style="list-style-type: none"> Indicators: Feedback system in place, quality of feedback received Responsible: Quality Assurance Team 4 Regular Review and Update of Communication Practices <ul style="list-style-type: none"> High Priority: Yes Indicators: Frequency of reviews, updates made Responsible: Communications Department 5 Promotion of Mobility Regulations and Guidelines <ul style="list-style-type: none"> High Priority: No Indicators: Promotional materials, awareness campaigns Responsible: Marketing and Communications Department 6 Monitoring and Reporting <ul style="list-style-type: none"> High Priority: Yes Indicators: Regular reports on communication effectiveness 	<ul style="list-style-type: none"> No Activity 5, while important for raising awareness, can be scaled up progressively 		
<p><i>Design a mobility area on the university website where you can show the offers of each partner university</i></p>	<ul style="list-style-type: none"> Current Website Features: Evaluate the existing features and content of the university website related to mobility programs. User Experience and Accessibility: Assess the current user experience and accessibility of information regarding mobility on the website. Integration with Partner Information: Review how information from partner universities is currently presented and integrated. 	<ul style="list-style-type: none"> Dedicated Mobility Area: A well-designed, user-friendly section on the website dedicated to mobility programs. Comprehensive and Up-to-Date Information: Regularly updated information about partner universities' offers, including program details, application processes, and deadlines. Enhanced User Engagement: High user engagement with the mobility area, evidenced by increased traffic and longer visit durations. 	<p>Responsible: Quality Assurance Team</p> <ol style="list-style-type: none"> Design and Development of the Mobility Area <ul style="list-style-type: none"> High Priority: Yes Indicators: Launch of the new section, design documents Responsible: Web Development Team, IT Department Content Creation and Management <ul style="list-style-type: none"> High Priority: Yes Indicators: Quality and quantity of content, update frequency Responsible: Content Management Team, International Relations Office User Experience and Accessibility Enhancement <ul style="list-style-type: none"> High Priority: Yes Indicators: User feedback, accessibility reports Responsible: UX/UI Design Team Regular Updates and Maintenance <ul style="list-style-type: none"> High Priority: Yes Indicators: Update logs, maintenance schedules Responsible: Web Maintenance Team Promotion of the Mobility Area <ul style="list-style-type: none"> High Priority: No 	<ul style="list-style-type: none"> Yes: Activities 1, 2, 3, 4, and 6 are crucial for establishing a comprehensive and user-friendly mobility area on the website and must be prioritized within the 3-year timeframe. No: Activity 5, while important for increasing visibility, 	<ul style="list-style-type: none"> Successful Launch and Functionality: The mobility area is live, functional, and user-friendly Content Quality and Relevance: Up-to-date, comprehensive information about partner universities and mobility opportunities. User Engagement Metrics: Web traffic analytics, time spent on the mobility area, user feedback. 	<ul style="list-style-type: none"> Web Development Team and IT Department: Designing and developing the mobility area. Content Management Team and International Relations Office: Creating and managing content. UX/UI Design Team: Enhancing user experience and accessibility. Web Maintenance Team: Regular updates and maintenance. Marketing and Communications Department: Promoting the new website section. Quality Assurance Team: Collecting feedback and ensuring continuous improvement.



Handwritten signatures and initials at the bottom of the page.

			<ul style="list-style-type: none"> ○ Indicators: Promotional campaigns, social media mentions. ○ Responsible: Marketing and Communications Department. <p>6. Feedback Collection and Continuous Improvement</p> <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: User feedback, improvement implementations. 	can be scaled up progressively.		
<p><i>Build mobility portfolio according to your capacity with each of your partners</i></p>	<ul style="list-style-type: none"> • Current Mobility Programs and Partnerships: Assess existing mobility programs and the nature of partnerships with other HEIs. • Resource Allocation: Evaluate resources currently allocated for mobility programs, including staff, funding, and infrastructure. • Capacity and Limitations: Review the current capacity and limitations in terms of student and staff numbers, program diversity, and support systems. 	<ul style="list-style-type: none"> • Expanded and Diverse Mobility Portfolio: A comprehensive portfolio that includes a variety of mobility programs tailored to the strengths and capacities of each partner. • Optimized Resource Utilization: Efficient use of resources to maximize the benefits of mobility programs. • Stronger Partnerships and Collaboration: Enhanced collaboration with partner institutions, leading to more opportunities and better support for participants. 	<p>Responsible: Quality Assurance Team.</p> <ol style="list-style-type: none"> 1. Assessment and Analysis of Current Partnerships <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: Assessment report, partnership profiles. ○ Responsible: International Relations Office. 2. Development of Tailored Mobility Programs <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: New program proposals, agreements with partners ○ Responsible: Mobility Program Development Team. 3. Resource Allocation and Optimization <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: Budget allocation, resource utilization reports. ○ Responsible: Finance Department, Resource Management Team. 4. Strengthening of Support Systems <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: Support system frameworks, participant feedback. ○ Responsible: Student Services, HR Department. 5. Promotion and Marketing of Mobility Opportunities <ul style="list-style-type: none"> ○ High Priority: No ○ Indicators: Marketing materials, engagement metrics. ○ Responsible: Marketing and Communications Department. 6. Regular Monitoring and Evaluation <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: Evaluation reports, program improvement actions. 	<ul style="list-style-type: none"> • Yes: Activities 1, 2, 3, 4, and 6 are essential for establishing a robust and diverse mobility portfolio and must be completed within the 3-year timeframe. • No: Activity 5, while important for raising awareness, can be scaled up progressively. 	<ul style="list-style-type: none"> • Diversity and Number of Mobility Programs: A range of programs reflecting the capacities and strengths of each partner. • Effective Resource Management: Optimal use of allocated resources with tangible outcomes. • Participant Satisfaction and Success: Positive feedback and successful experiences from participants. 	<ul style="list-style-type: none"> • International Relations Office: Assessing and analyzing current partnerships. • Mobility Program Development Team: Developing tailored mobility programs • Finance Department and Resource Management Team: Allocating and optimizing resources. • Student Services and HR Department: Strengthening support systems for participants. • Marketing and Communications Department: Promoting mobility opportunities. • Quality Assurance Team: Regular monitoring and evaluation of the mobility portfolio.



			Responsible: Quality Assurance Team			
Spread news through social networks	<ul style="list-style-type: none"> Current Social Media Presence Evaluate the existing social media platforms used by the university and their engagement levels. Content Strategy and Frequency Assess the current content strategy, including the type, frequency, and reach of posts. Audience Engagement and Feedback Review current levels of audience engagement and feedback mechanisms on social media. 	<ul style="list-style-type: none"> Robust Social Media Presence A strong and active presence on multiple social media platforms with high engagement rates. Dynamic Content Strategy A well-planned content strategy that effectively communicates university news and events, engaging a wider audience. Increased Audience Interaction High levels of interaction with the audience, including prospective and current students, alumni, and academic partners. 	<ol style="list-style-type: none"> Develop a Comprehensive Social Media Strategy <ul style="list-style-type: none"> High Priority: Yes Indicators: Strategy document, implementation plan Responsible: Social Media Team, Marketing Department Regular and Diverse Content Creation <ul style="list-style-type: none"> High Priority: Yes Indicators: Content calendar, variety and quality of posts Responsible: Content Creation Team Audience Engagement and Community Building <ul style="list-style-type: none"> High Priority: Yes Indicators: Engagement metrics (likes, shares, comments) Responsible: Community Management Team Training and Capacity Building for Social Media Management <ul style="list-style-type: none"> High Priority: Yes Indicators: Training sessions, skill enhancement Responsible: HR and Training Department Monitoring, Analytics, and Reporting <ul style="list-style-type: none"> High Priority: Yes Indicators: Regular analytics reports, performance metrics Responsible: Analytics Team Feedback Mechanism and Continuous Improvement <ul style="list-style-type: none"> High Priority: Yes Indicators: Feedback collection, improvements implemented Responsible: Quality Assurance Team 	<p>Yes. All listed activities (1-6) are crucial for establishing a strong social media presence and must be prioritized within the 3-year timeframe.</p>	<ul style="list-style-type: none"> Social Media Metrics Increase in followers, engagement rates, and post reach. Content Quality and Diversity Positive audience feedback, high share rates. Effective Community Engagement Active conversations, community participation. 	<ul style="list-style-type: none"> Social Media Team and Marketing Department Developing and implementing the social media strategy. Content Creation Team Regular and diverse content creation. Community Management Team Engaging with and building the online community. HR and Training Department Providing training for social media management. Analytics Team Monitoring performance and providing analytics. Quality Assurance Team Collecting feedback and ensuring continuous improvement.
Design reports of good practices, periodically exchanging joint experiences with partners	<ul style="list-style-type: none"> Current Reporting and Exchange Practices Evaluate existing practices for documenting and sharing good practices and 	<ul style="list-style-type: none"> Systematic Reporting Mechanism A well-established system for creating and sharing reports of good practices. Regular and Fruitful Exchanges Regular and meaningful exchanges 	<ol style="list-style-type: none"> Develop a Standardized Reporting Template <ul style="list-style-type: none"> High Priority: Yes Indicators: Template design, adoption rate. Responsible: Quality Assurance Team, Academic Affairs. Establish Regular Reporting Intervals 	<ul style="list-style-type: none"> Yes: Activities 1, 2, 3, 4, and 5 are essential for establish 	<ul style="list-style-type: none"> Quality and Consistency of Reports Regular production of high-quality reports. Engagement with Exchange Platform Active participation by both the university and its partners on the exchange platform. Feedback and Improvement Actions Positive feedback from partners and 	<ul style="list-style-type: none"> Quality Assurance Team and Academic Affairs Developing the reporting template and ensuring quality. Project Coordination Team Establishing and maintaining regular reporting intervals. IT Department and International Relations



	<p>experiences with partners</p> <ul style="list-style-type: none"> • Collaboration Frameworks Assess the current frameworks and channels for collaboration and exchange with partner institutions • Data Collection and Analysis Review the methods of data collection and analysis regarding the university's practices and experiences 	<p>with partners, leading to mutual learning and improvement</p> <ul style="list-style-type: none"> • Enhanced Collaboration and Learning Stronger collaborative relationships with partners, characterized by shared learning and best practice adoption 	<ul style="list-style-type: none"> • High Priority: Yes • Indicators: Reporting schedule, adherence to timelines • Responsible: Project Coordination Team <ol style="list-style-type: none"> 1. Create a Platform for Exchange with Partners <ul style="list-style-type: none"> • High Priority: Yes • Indicators: Platform development, usage metrics • Responsible: IT Department, International Relations Office 4. Training on Report Writing and Data Analysis <ul style="list-style-type: none"> • High Priority: Yes • Indicators: Training sessions, skill enhancement • Responsible: HR and Training Department 5. Feedback Mechanism for Continuous Improvement <ul style="list-style-type: none"> • High Priority: Yes • Indicators: Feedback collection, improvements implemented • Responsible: Quality Assurance Team 6. Promotion and Dissemination of Reports <ul style="list-style-type: none"> • High Priority: No • Indicators: Dissemination strategy, reach metrics. • Responsible: Marketing and Communications Department. 	<p>ing a robust system for reporting and exchanging good practices and must be completed within the 3-year timeframe</p> <ul style="list-style-type: none"> • No Activity 6, while important for visibility, can be scaled up progressively 	<p>implementation of suggested improvements</p>	<p>Office: Creating and managing the exchange platform</p> <ul style="list-style-type: none"> • HR and Training Department: Providing training on report writing and data analysis • Quality Assurance Team: Implementing a feedback mechanism for continuous improvement • Marketing and Communications Department: Promoting and disseminating the reports
<p>Identify the most suitable areas to share good practices with partners</p>	<ul style="list-style-type: none"> • Current Collaboration Areas: Assess the areas where the university currently collaborates or shares practices with partners. • Feedback and Engagement Levels: Review the feedback and engagement levels from existing shared practices • Resource Allocation: Evaluate the resources 	<ul style="list-style-type: none"> • Targeted Collaboration Areas: Identification of specific areas where sharing good practices would be most beneficial and impactful • Enhanced Partner Engagement: Increased engagement and positive feedback from partners in the identified areas • Optimized Resource Utilization: Efficient use of resources to facilitate sharing of best practices 	<ol style="list-style-type: none"> 1. Conduct a Comprehensive Needs Assessment <ul style="list-style-type: none"> • High Priority: Yes • Indicators: Assessment report, identified areas for collaboration. • Responsible: Strategic Planning Team, International Relations Office 2. Develop Criteria for Selecting Collaboration Areas <ul style="list-style-type: none"> • High Priority: Yes • Indicators: Criteria document, selection process. • Responsible: Academic Affairs, Research Department. 3. Engage with Partners to Identify Mutual Interests <ul style="list-style-type: none"> • High Priority: Yes 	<p>Yes: All listed activities (1-6) are crucial for identifying and establishing effective collaboration areas and must be prioritized within the 3-year timeframe.</p>	<ul style="list-style-type: none"> • Identified Collaboration Areas: Specific areas identified for sharing good practices. • Partner Engagement Levels: Increased engagement and positive feedback from partners. • Effective Use of Resources: Demonstrated efficient use of allocated resources for collaboration. 	<ul style="list-style-type: none"> • Strategic Planning Team and International Relations Office: Conducting the needs assessment and engaging with partners • Academic Affairs and Research Department: Developing criteria for selecting collaboration areas • Finance Department and Resource Management Team: Allocating resources for collaboration initiatives • Project Management Team: Implementing and monitoring collaboration projects • Quality Assurance Team: Evaluating and adjusting strategies based on feedback



Handwritten signature

	(human, financial, technological) currently dedicated to sharing practices.		<ul style="list-style-type: none"> ○ Indicators: Meetings, agreements on collaboration areas ○ Responsible: International Relations Office <p>4 Allocate Resources for Collaboration Initiatives</p> <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: Resource allocation plan, utilization reports ○ Responsible: Finance Department, Resource Management Team. <p>5 Implement and Monitor Collaboration Projects</p> <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: Project implementation reports, progress tracking ○ Responsible: Project Management Team. <p>6 Evaluate and Adjust Strategies Based on Feedback</p> <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: Evaluation reports, strategy adjustments. ○ Responsible: Quality Assurance Team. 			
Sharing good practices in the field of mobility of each partner HEI	<ul style="list-style-type: none"> • Current Mobility Practices: Assess the existing mobility practices and their effectiveness. • Collaboration with Partner HEIs: Review the current level of collaboration and information sharing with partner HEIs. • Knowledge and Resource Sharing Mechanisms: Evaluate the mechanisms in place for sharing knowledge and resources related to mobility. 	<ul style="list-style-type: none"> • Enhanced Sharing of Mobility Practices: A well-established system for sharing effective mobility practices with partner HEIs. • Strong Collaborative Networks: Robust collaborative networks with partner HEIs, leading to mutual learning and improvement. • Recognition as a Leader in Mobility Practices: The university is recognized for its excellence in mobility practices and its contributions to the field. 	<p>1 Develop a Knowledge Sharing Platform</p> <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: Platform development, usage metrics. ○ Responsible: IT Department, International Relations Office. <p>2 Organize Regular Workshops and Seminars</p> <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: Number of events, participation rates. ○ Responsible: Academic Affairs, Mobility Program Office. <p>3 Create a Repository of Best Practices</p> <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: Repository creation, number of contributions. ○ Responsible: Research Department, Library Services. <p>4 Foster Peer-to-Peer Learning Networks</p> <ul style="list-style-type: none"> ○ High Priority: Yes ○ Indicators: Network establishment, engagement levels. 	Yes: All listed activities (1-6) are essential for establishing a robust system for sharing good mobility practices and must be prioritized within the 3-year timeframe.	<ul style="list-style-type: none"> • Functionality of the Knowledge Sharing Platform: Active use and positive feedback from users. • Workshop and Seminar Participation: High attendance and engagement in events. • Quality and Usefulness of the Repository: Regular contributions and usage of the best practices repository. • Engagement in Peer Networks: Active participation and collaboration in learning networks. • Impact of Shared Success Stories: Recognition and positive feedback from shared success stories and case studies. 	<ul style="list-style-type: none"> • IT Department and International Relations Office: Developing and managing the knowledge sharing platform. • Academic Affairs and Mobility Program Office: Organizing workshops and seminars. • Research Department and Library Services: Creating and maintaining the repository of best practices. • International Relations Office: Fostering peer-to-peer learning networks. • Marketing and Communications Department: Documenting and sharing success stories and case studies. • Quality Assurance Team: Implementing regular feedback and improvement mechanisms.



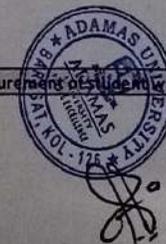
			<ul style="list-style-type: none"> o Responsible: International Relations Office. <p>5. Document and Share Success Stories and Case Studies</p> <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Published case studies, outreach. o Responsible: Marketing and Communications Department. <p>6 Regular Feedback and Improvement Mechanisms</p> <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Feedback collection, improvements implemented. o Responsible: Quality Assurance Team. 			
Feedback and self-assessment	<ul style="list-style-type: none"> • Current Feedback Mechanisms: Evaluate existing feedback mechanisms for students, staff, and faculty. • Self-Assessment Practices: Assess the current self-assessment practices within the university. • Utilization of Feedback and Assessment Data: Review how feedback and assessment data are currently used for improvement. 	<ul style="list-style-type: none"> • Integrated Feedback System: A comprehensive and user-friendly feedback system that covers all aspects of the university experience. • Regular and Effective Self-Assessment: Regular self-assessment practices that are integral to the university's culture and operations. • Data-Driven Decision Making: Utilization of feedback and self-assessment data in decision-making processes for continuous improvement. 	<ol style="list-style-type: none"> 1. Develop a Comprehensive Feedback System <ul style="list-style-type: none"> o High Priority: Yes o Indicators: System development, usage rates. o Responsible: IT Department, Quality Assurance Team. 2. Implement Regular Self-Assessment Cycles <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Self-assessment schedule, participation rates. o Responsible: Academic Affairs, Department Heads. 3. Training on Feedback and Self-Assessment <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Training sessions, skill enhancement. o Responsible: HR and Training Department. 4. Data Analysis and Reporting <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Analysis reports, actionable insights. o Responsible: Data Analysis Team. 5. Feedback Integration into Strategic Planning <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Strategic plans, feedback incorporation. o Responsible: Strategic Planning Team. 6. Continuous Improvement Based on Feedback <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Improvement initiatives, outcomes. 	Yes: All listed activities (1-6) are crucial for establishing a comprehensive system for feedback and self-assessment and must be prioritized within the 3-year timeframe.	<ul style="list-style-type: none"> • Efficiency of the Feedback System: High usage rates and positive user feedback. • Effectiveness of Self-Assessment: Tangible improvements following self-assessment cycles. • Impact of Data-Driven Decisions: Positive changes and advancements based on feedback and assessment data. 	<ul style="list-style-type: none"> • IT Department and Quality Assurance Team: Developing and managing the feedback system. • Academic Affairs and Department Heads: Implementing regular self-assessment cycles. • HR and Training Department: Providing training on feedback and self-assessment. • Data Analysis Team: Conducting data analysis and reporting. • Strategic Planning Team: Integrating feedback into strategic planning. • Quality Assurance Team: Leading continuous improvement initiatives based on feedback.



Handwritten signatures and initials in black ink, appearing to be 'B' and 'A'.

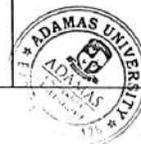
			<ul style="list-style-type: none"> o Responsible: Quality Assurance Team. 			
Project sustainability	<ul style="list-style-type: none"> ▣ Current Sustainability Practices: Assess the existing sustainability practices within the university's projects. ▣ Resource Allocation and Management: Review how resources are currently allocated and managed for ongoing projects. ▣ Stakeholder Engagement: Evaluate the level of engagement with key stakeholders, including students, faculty, and external partners. 	<ul style="list-style-type: none"> • Robust Sustainability Framework: A comprehensive framework for sustainability that is integrated into all projects. • Efficient Resource Utilization: Optimal use of resources, ensuring long term viability of projects. • Strong Stakeholder Involvement: High levels of stakeholder engagement and satisfaction. 	<ol style="list-style-type: none"> Develop a Sustainability Policy <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Policy document, implementation rate o Responsible: Sustainability Committee, Policy Development Team. Implement Resource Management Strategies <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Resource utilization reports, efficiency improvements. o Responsible: Finance Department, Project Management Office. Stakeholder Engagement and Partnership Development <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Engagement activities, partnership agreements. o Responsible: External Relations Office, Project Teams. Training and Capacity Building on Sustainability <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Training sessions, skill enhancement. o Responsible: HR and Training Department. Monitoring, Evaluation, and Reporting <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Regular evaluation reports, sustainability metrics. o Responsible: Quality Assurance Team, Monitoring and Evaluation Unit. Incorporate Sustainability in Curriculum and Research <ul style="list-style-type: none"> o High Priority: No o Indicators: Curriculum changes, research projects. o Responsible: Academic Affairs, Research Department. 	<ul style="list-style-type: none"> • Yes: Activities 1, 2, 3, 4, and 5 are essential for establishing a sustainable framework for projects and must be prioritized within the 3-year timeframe. • No: Activity 6, while important, can be developed progressively. 	<ul style="list-style-type: none"> • Adherence to Sustainability Policy: Implementation and compliance rates with the sustainability policy. • Resource Management Efficiency: Demonstrated improvements in resource utilization. • Stakeholder Engagement Levels: Increased engagement and positive feedback from stakeholders. • Impact of Training on Sustainability: Enhanced understanding and application of sustainability principles. • Effectiveness of Monitoring and Evaluation: Tangible improvements based on evaluation findings. 	<ul style="list-style-type: none"> ▣ Sustainability Committee and Policy Development Team: Developing the sustainability policy. ▣ Finance Department and Project Management Office: Implementing resource management strategies. ▣ External Relations Office and Project Teams: Engaging stakeholders and developing partnerships. ▣ HR and Training Department: Providing training on sustainability. ▣ Quality Assurance Team and Monitoring and Evaluation Unit: Conducting monitoring, evaluation, and reporting.

IV Modernization of learning, teaching, and assessment programs: Student-centered and competency-based learning, learning outcomes, and measurement of student workload



Handwritten signatures and initials in blue ink, likely representing the approval of the document.

<p>Promote curriculum internationalization focused on student learning</p>	<ul style="list-style-type: none"> • Current Curriculum Status: Assess the extent of internationalization in the current curriculum. • Student Exposure to Global Perspectives: Evaluate how much students are currently exposed to international perspectives and content. • Faculty Engagement with Internationalization: Review the level of faculty involvement in incorporating international elements into the curriculum. 	<ul style="list-style-type: none"> • Comprehensive Internationalized Curriculum: A curriculum that thoroughly integrates international perspectives and content. • Enhanced Student Global Competence: Students demonstrating increased global awareness and competence. • Faculty Proficiency in Internationalization: Faculty skilled in integrating international elements into teaching. 	<ol style="list-style-type: none"> 1. Curriculum Review and Revision <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Number of courses revised, curriculum changes o Responsible: Curriculum Committee, Academic Affairs. 2. Faculty Development Programs <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Training sessions, faculty participation. o Responsible: Faculty Development Center, HR Department. 3. Integration of International Case Studies and Materials <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Materials used, course content. o Responsible: Department Heads, Faculty Members. 4. Collaboration with International Universities <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Partnership agreements, joint programs. o Responsible: International Relations Office. 5. Student Exchange and Study Abroad Programs <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Number of students participating, program success. o Responsible: Study Abroad Office, Student Affairs. 6. Regular Assessment and Feedback from Students <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Feedback reports, improvement measures. o Responsible: Quality Assurance Team. 	<p>Yes: All listed activities (1-6) are essential for achieving a comprehensive internationalized curriculum and must be prioritized within the 3-year timeframe.</p>	<ul style="list-style-type: none"> • Curriculum Internationalization Level: Degree of international content and perspectives in the curriculum. • Faculty Engagement and Proficiency: Increased faculty involvement and skill in curriculum internationalization. • Student Global Competence: Measurable improvements in students' global awareness and skills. 	<ul style="list-style-type: none"> • Curriculum Committee and Academic Affairs: Overseeing curriculum review and revision. • Faculty Development Center and HR Department: Conducting faculty development programs. • Department Heads and Faculty Members: Integrating international case studies and materials. • International Relations Office: Facilitating collaborations with international universities. • Study Abroad Office and Student Affairs: Managing student exchange and study abroad programs. • Quality Assurance Team: Conducting regular assessments and gathering student feedback.
<p>Establishment of a repository (unified common space) that contains guidelines, experiences and good practices on curricular internationalization based on the student-centered approach (learning)</p>	<ul style="list-style-type: none"> • Current State of Resources: Assess the availability and accessibility of resources on curricular internationalization. • Faculty and Student Awareness: Evaluate the current level of awareness and utilization of 	<ul style="list-style-type: none"> • Comprehensive and Accessible Repository: A well-established, easily accessible repository containing a wide range of resources on curricular internationalization. • High Utilization and Awareness: High levels of awareness and utilization of the repository by faculty and students. 	<ol style="list-style-type: none"> 1. Development of the Repository Platform <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Platform development, user accessibility. o Responsible: IT Department, Academic Affairs. 2. Collection and Curation of Resources <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Number of resources collected, quality of content. o Responsible: Curriculum Committee, Library Services. 	<p>Yes: All listed activities (1-6) are crucial for establishing and maintaining a comprehensive repository and must be prioritized within the 3-year timeframe.</p>	<ul style="list-style-type: none"> • Repository Usage and Accessibility: High user traffic and positive feedback on accessibility. • Quality and Diversity of Resources: A wide range of high-quality, relevant resources available. • Engagement Levels: High engagement levels from faculty and students. 	<ul style="list-style-type: none"> ☑ IT Department and Academic Affairs: Developing and managing the repository platform. ☑ Curriculum Committee and Library Services: Collecting and curating resources. ☑ Faculty Development Center and Student Affairs: Conducting training and awareness programs. ☑ Academic Affairs and Quality Assurance Team: Ensuring regular updates and maintaining quality. ☑ Quality Assurance Team: Implementing a feedback mechanism for continuous improvement.



Handwritten signatures and initials.

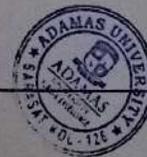
	<p>internationalization on resources among faculty and students</p> <ul style="list-style-type: none"> Existing Platforms for Resource Sharing: Review the platforms currently used for sharing educational resources and their effectiveness. 	<ul style="list-style-type: none"> Continuous Update and Relevance: The repository is regularly updated and remains relevant to current educational needs and trends. 	<ol style="list-style-type: none"> Training and Awareness Programs <ul style="list-style-type: none"> High Priority: Yes Indicators: Training sessions, participation rates Responsible: Faculty Development Center, Student Affairs. Regular Updates and Quality Checks <ul style="list-style-type: none"> High Priority: Yes Indicators: Update frequency, resource relevance. Responsible: Academic Affairs, Quality Assurance Team Feedback Mechanism for Continuous Improvement <ul style="list-style-type: none"> High Priority: Yes Indicators: Feedback collection, implemented improvements. Responsible: Quality Assurance Team. Promotion and Marketing of the Repository <ul style="list-style-type: none"> High Priority: Yes Indicators: Marketing campaigns, usage statistics. Responsible: Marketing and Communications Department. 			<p>Marketing and Communications Department Promoting the repository to maximize utilization</p>
<p>Encourage the adoption of the competence approach in the student-centered curricular internationalization process through the sensitization of the directive and academic bodies of the HEI.</p>	<ul style="list-style-type: none"> Current Understanding of Competence Approach: Assess the level of awareness and implementation of the competence approach in curricular design. Engagement of Directive and Academic Bodies: Evaluate the current engagement of directive and academic bodies in internationalization and competence-based education. Existing Student-Centered Practices: Review 	<ul style="list-style-type: none"> Widespread Adoption of Competence Approach: The competence approach is fully integrated into the curricular internationalization process. High Engagement of Directive and Academic Bodies: Directive and academic bodies are actively involved and supportive of the competence approach. Enhanced Student-Centered Learning: Curricula are thoroughly student-centered, focusing on developing competencies relevant to a global context. 	<ol style="list-style-type: none"> Training and Workshops for Directive and Academic Bodies <ul style="list-style-type: none"> High Priority: Yes Indicators: Number of training sessions, participation rates. Responsible: Faculty Development Center, HR Department. Curriculum Review and Redesign <ul style="list-style-type: none"> High Priority: Yes Indicators: Courses reviewed and redesigned, curriculum changes. Responsible: Curriculum Committee, Academic Affairs. Development of Competence-Based Assessment Tools <ul style="list-style-type: none"> High Priority: Yes Indicators: Tools developed, implementation rate. Responsible: Assessment and Evaluation Team. Regular Meetings and Discussions <ul style="list-style-type: none"> High Priority: Yes Indicators: Frequency of meetings, engagement levels. 	<p>Yes. All listed activities (1-6) are critical for the successful adoption of the competence approach in curricular internationalization and must be prioritized within the 3-year timeframe.</p>	<ul style="list-style-type: none"> Training and Workshop Effectiveness: Enhanced understanding and application of the competence approach among directive and academic bodies. Curriculum Alignment with Competence Approach: Degree to which curricula are redesigned to incorporate competencies. Use of Competence-Based Assessment Tools: Successful implementation and effectiveness of new assessment tools. Engagement in Meetings and Discussions: Active participation and constructive contributions in meetings. Feedback Utilization: Tangible improvements based on student and faculty feedback. 	<ul style="list-style-type: none"> Faculty Development Center and HR Department: Conducting training and workshops. Curriculum Committee and Academic Affairs: Overseeing curriculum review and redesign. Assessment and Evaluation Team: Developing competence-based assessment tools. University Leadership and Department Heads: Facilitating regular meetings and discussions. Quality Assurance Team: Implementing a feedback mechanism. Marketing and Communications Department: Promoting the internationalization and competence approach.



[Handwritten signature]

[Handwritten signature]

	<p>the extent to which current curricula are student-centered and internationally oriented.</p>		<ul style="list-style-type: none"> o Responsible: University Leadership, Department Heads <p>5. Feedback Mechanism from Students and Faculty</p> <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Feedback collected, improvements made o Responsible: Quality Assurance Team. <p>6. Promotion of Internationalization and Competence Approach</p> <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Promotional activities, awareness levels. o Responsible: Marketing and Communications Department. 			
<p><i>Encourage collaborative work between teachers in the framework of subjects applying face-to-face, blended, or virtual modalities, and using technologies</i></p>	<ul style="list-style-type: none"> • Current Level of Teacher Collaboration: Assess the extent of collaborative work among teachers in various teaching modalities. • Technology Utilization: Evaluate the current use of technology in teaching and collaboration. • Support Systems for Collaboration: Review existing support systems and resources for teacher collaboration. 	<ul style="list-style-type: none"> • Enhanced Teacher Collaboration: Teachers regularly collaborate across different teaching modalities. • Advanced Use of Technology: Effective use of technology in facilitating collaboration and teaching. • Strong Support for Collaborative Initiatives: Robust systems and resources to support and encourage teacher collaboration. 	<ol style="list-style-type: none"> 1. Professional Development Workshops on Collaboration and Technology <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Number of workshops, teacher participation o Responsible: Faculty Development Center, IT Department. 2. Creation of Collaboration Platforms <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Platforms created, usage rates. o Responsible: IT Department, Academic Affairs. 3. Incentives for Collaborative Projects <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Number of collaborative projects, participation. o Responsible: University Administration, HR Department. 4. Regular Meetings and Networking Events <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Frequency of events, engagement levels. o Responsible: Department Heads, Faculty Committees. 5. Integration of Collaboration in Performance Evaluations <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Evaluation criteria, feedback. o Responsible: HR Department, Academic Affairs. 	<p>Yes. All listed activities (1-6) are essential for fostering a culture of collaboration among teachers and must be prioritized within the 3-year timeframe.</p>	<ul style="list-style-type: none"> • Workshop and Training Effectiveness: Enhanced skills and knowledge in collaboration and technology use. • Usage of Collaboration Platforms: Active use of platforms and positive feedback from users. • Success of Collaborative Projects: Quality and impact of collaborative projects. • Engagement in Meetings and Networking: Active participation and networking success. • Incorporation in Performance Evaluations: Positive reception and impact on teaching practices. • Feedback Utilization: Tangible improvements based on feedback. 	<ul style="list-style-type: none"> • Faculty Development Center and IT Department: Conducting professional development workshops. • IT Department and Academic Affairs: Creating and managing collaboration platforms. • University Administration and HR Department: Providing incentives for collaborative projects. • Department Heads and Faculty Committees: Organizing regular meetings and networking events. • HR Department and Academic Affairs: Integrating collaboration into performance evaluations. • Quality Assurance Team: Implementing feedback and continuous improvement mechanisms.



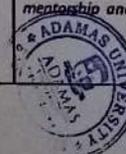
[Handwritten signature]

			<p>6. Feedback and Continuous Improvement Mechanism</p> <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Feedback collected, improvements implemented. o Responsible: Quality Assurance Team. 			
<p><i>Promote spaces for learning a second language</i></p>	<ul style="list-style-type: none"> • Current Language Learning Opportunities: Assess the availability and quality of second language learning opportunities. • Student Interest and Participation: Evaluate current student interest and participation in second language courses. <p>Infrastructure and Resources: Review the existing infrastructure and resources dedicated to language learning.</p>	<ul style="list-style-type: none"> • Robust Language Learning Program: A well-established, comprehensive second language learning program. • High Student Engagement: Increased student participation and interest in language learning. • Adequate Resources and Facilities: Well-equipped language learning spaces and resources. 	<ol style="list-style-type: none"> 1. Development of Diverse Language Courses <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Number and variety of courses offered. o Responsible: Language Department, Academic Affairs. 2. Establishment of Language Learning Centers <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Centers established, facilities equipped. o Responsible: Facilities Management, Language Department. 3. Integration of Language Learning in Curriculum <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Courses integrated into curricula, student enrollment. o Responsible: Curriculum Committee, Academic Affairs. 4. Collaboration with Native Speakers and Cultural Organizations <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Partnerships formed, events organized. o Responsible: International Relations Office, Language Department. 5. Online Language Learning Resources and Platforms <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Online resources developed, usage rates. o Responsible: IT Department, Language Department. 6. Promotional Campaigns and Incentives <ul style="list-style-type: none"> o High Priority: Yes o Indicators: Campaigns run, increase in enrollment. 	<p>Yes: All listed activities (1-6) are critical for establishing a vibrant and effective second language learning environment and must be prioritized within the 3-year timeframe.</p>	<ul style="list-style-type: none"> • Course Diversity and Enrollment: Range of languages offered and student enrollment numbers. • Facilities and Resource Utilization: Usage and feedback on language learning centers and resources. • Partnership and Event Success: Quality and impact of partnerships and cultural events. • Online Resource Engagement: Engagement and satisfaction with online language learning tools. • Effectiveness of Promotional Activities: Increase in student interest and participation due to marketing efforts. 	<ul style="list-style-type: none"> • Language Department and Academic Affairs: Developing diverse language courses. • Facilities Management and Language Department: Establishing and equipping language learning centers. • Curriculum Committee and Academic Affairs: Integrating language learning into the curriculum. • International Relations Office and Language Department: Forming collaborations and organizing events. • IT Department and Language Department: Developing online language learning resources. • Marketing and Communications Department and Student Affairs: Running promotional campaigns and managing incentives.



[Handwritten signatures and initials]

			o Responsible: Marketing and Communications Department, Student Affairs.			
V Synergies with the territorial context						
Strengthening the interaction and cooperation with external stakeholders	At present, Adamas University maintains a moderate level of interaction and cooperation with external stakeholders, including industry partners, research organizations, and the local community. While there are existing collaborations, the university recognizes the need to enhance and diversify these relationships for mutual benefit.	In three years, Adamas University aims to establish itself as a hub for dynamic collaboration, fostering strong ties with a broad spectrum of external stakeholders. The university envisions increased engagement with industries for research partnerships, internships, and placement opportunities. Moreover, it aspires to play an active role in community development projects, contributing to the socio-economic growth of the region.	<p>Industry Academia Collaboration Forums: Establish forums and platforms that facilitate regular interactions between university faculty and industry professionals. Conduct joint workshops, seminars, and training programs to bridge the gap between academia and industry requirements.</p> <p>Research Consortia: Form research consortia with key industry players to address real-world challenges. Encourage faculty and students to actively participate in collaborative research projects, ensuring the practical applicability of academic endeavors.</p> <p>Technology Transfer Initiatives: Facilitate the transfer of technology and knowledge from the university to industries. Establish a dedicated office to identify patentable research outcomes, collaborate with industries for technology transfer, and support the commercialization of innovative products developed within the university.</p> <p>Corporate Training Programs: Develop customized training programs in collaboration with industries to address specific skill gaps in the workforce. These programs can be designed for both students and working professionals, enhancing their capabilities and aligning them with industry requirements.</p>	Yes	<p>Number of Technology Transfer Agreements: Track and increase the number of agreements with industries for the transfer of university developed technologies.</p> <p>Entrepreneurial Ecosystem Growth: Gauge the growth of the entrepreneurial ecosystem within the university by tracking the number of successful startup ventures, jobs created, and external investments attracted by student-led startups. Highlight impactful stories to inspire and motivate aspiring entrepreneurs within the university community.</p> <p>Collaborative Engagement Metrics: Evaluate the success of collaborative engagement through joint conferences, symposia, and corporate training programs. Monitor metrics such as participant feedback, the number of collaborative projects initiated as a result, and the extent of knowledge exchange between academia and industry professionals.</p>	Mr. Abhijit Giri Director, Placement Cell
Training in entrepreneurship for the creation of spin off	As of the current scenario, Adamas University provides limited formal training in entrepreneurship, and the emphasis on fostering a culture of spin-off creation is minimal. Although there are sporadic entrepreneurial initiatives, a structured program to nurture and guide aspiring entrepreneurs is lacking among the student body. However, it's noteworthy that the university has taken a significant step toward fostering innovation and entrepreneurship with the establishment of the E-	In three years, Adamas University envisions a vibrant entrepreneurial ecosystem with a dedicated focus on training and supporting students in creating spin-offs. The university aims to have a well-established entrepreneurship training program that equips students with the skills and knowledge needed to transform innovative ideas into successful startup ventures, fostering a culture of innovation and entrepreneurship.	<p>Entrepreneurship Curriculum Enhancement: Revise and enhance the existing curriculum to incorporate entrepreneurship courses that cover business planning, financial management, market research, and other essential skills. Ensure that these courses encourage students to develop a business mindset.</p> <p>Incubation and Mentorship Programs: Establish an incubation center to provide physical space, resources, and mentorship for students interested in starting their own businesses. Connect aspiring entrepreneurs with experienced mentors who can guide them through the challenges of entrepreneurship.</p> <p>Workshops and Seminars: Conduct regular workshops and seminars featuring successful entrepreneurs, industry experts, and investors. These events should focus on practical aspects of starting and running a business, providing students with insights and networking opportunities.</p>	Yes	<p>Number of Spin-offs Created: Track the number of student-led spin-offs that have been successfully established and are operating independently.</p> <p>Entrepreneurial Course Adaption: Measure the adoption and success of new entrepreneurship courses by monitoring student enrollment, feedback, and the practical application of skills learned.</p> <p>Incubation Success Stories: Showcase success stories of ventures that originated from the university's incubation center, highlighting the impact of mentorship and support provided.</p>	Mr. Abhijit Giri Director, Placement Cell Dr. Saptarshi Chatterjee Associate Professor (Microbiology) & Associate Director: Incubation



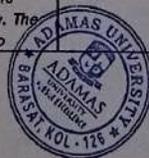
Handwritten signatures in blue ink.

	YUVA Centre in August 2021. Supported by BIRAC, a Government of India enterprise, the E-YUVA Centre plays a crucial role in promoting applied research, innovation, and entrepreneurial spirit among students and researchers, contributing to the university's entrepreneurial landscape.		Pitch Competitions: Organize pitch competitions where students can showcase their business ideas to a panel of judges, including potential investors. This not only provides a platform for students to refine their business concepts but also attracts attention and support from the investment community.			
Organize events between the university, communities, companies and organizations for the transfer and exchange of knowledge	Currently, Adamas University actively engages in numerous collaborations with various stakeholders, including local communities, companies, and organizations. While there are existing collaborative initiatives, the coordination and organization of events specifically designed for the transfer and exchange of knowledge are sporadic. The university has successfully established partnerships, but there is room for improvement in creating a comprehensive framework that ensures regular and structured knowledge-sharing activities among the diverse stakeholders. Despite the ongoing collaborations, there is a need for a more organized approach to optimize the collective impact of these partnerships on knowledge dissemination and mutual growth.	In three years, Adamas University envisions a highly cohesive and dynamic knowledge exchange ecosystem. The university aims to build upon its existing collaborations by systematically organizing a wide range of events that facilitate consistent and meaningful interaction among academia, local communities, companies, and organizations. The desired situation entails a well-established and diversified calendar of events, fostering continuous knowledge transfer and exchange. The goal is to transform occasional collaborations into a structured framework, ensuring sustained partnerships that contribute significantly to the intellectual growth and development of all stakeholders involved.	<p>Knowledge Exchange Forums: Establish dedicated forums that bring together representatives from the university, local communities, companies, and organizations. These forums could take the form of conferences, seminars, or roundtable discussions, providing a platform for the exchange of insights, research findings, and practical experiences.</p> <p>Industry-Academia Partnership Events: Host events specifically designed to facilitate collaboration between the university and industry partners. These events could include joint research symposia, industry-academia networking sessions, and showcases of successful collaborative projects.</p> <p>Community Engagement Workshops: Organize workshops that involve the local community in discussions and activities related to the university's research and academic expertise. These workshops could cover topics such as skill development, health awareness, and educational initiatives.</p> <p>Company-Oriented Training Programs: Collaborate with companies and organizations to design and conduct training programs that address specific industry needs. These programs can enhance the skill sets of both students and professionals, fostering a culture of continuous learning.</p>	Yes	<p>Number of Collaborative Events: Track and increase the number of collaborative events organized between the university, communities, companies, and organizations.</p> <p>Participation Metrics: Measure the level of participation from each stakeholder group in these events, indicating the effectiveness of knowledge exchange initiatives.</p>	Mr. Abhijit Giri Director, Placement Cell
Create meeting spaces for the opening of the university to society	Currently, Adamas University has limited designated meeting spaces that facilitate the open engagement of the university with the broader society. While there might be occasional events, there is a need for structured meeting spaces that encourage regular and inclusive interaction between the university	In three years, Adamas University envisions a welcoming and inclusive environment that actively opens its doors to society through purpose-built meeting spaces. The desired situation involves the establishment of designated areas that serve as hubs for dialogue, collaboration, and engagement between the university and the broader community. These meeting spaces should reflect the university's commitment to	<p>Community Engagement Centers: Set up dedicated community engagement centers within the university premises. These centers will act as focal points for hosting meetings, workshops, and events that involve members of the local community, NGOs, and other societal organizations.</p> <p>Collaborative Workspaces: Create collaborative workspaces that encourage joint projects and initiatives between university researchers, students, and external stakeholders. These spaces will serve as hubs for interdisciplinary collaboration.</p>	Yes	<p>Number of Community Events: Track and increase the number of events held within the designated meeting spaces, involving members of the local community and external organizations.</p> <p>Number of Collaborative Projects: Evaluate the success of collaborative workspaces by monitoring the number of interdisciplinary projects initiated and completed within the designated spaces.</p>	Mr. Ranen Seal, President - Administration, Infra & Project Development - Chancellor's Office Mr. Prasenjit Pal, CFO Mr. Somnath Chatterjee, Vice President, Chancellor's Cell



Handwritten signatures and a date '2023' are present at the bottom of the page, likely indicating approval or completion of the document.

	and various societal stakeholders	transparency, accessibility, and mutual learning.				
Promote the participation of civil society organizations in research projects	Currently, Adamas University engages with civil society organizations sporadically in research projects. While there is recognition of their importance, the involvement of civil society organizations is not consistently integrated into university research endeavors. The existing collaborations are fragmented, and there is room for enhancing and formalizing the participation of civil society organizations in research initiatives.	In three years, Adamas University aims to establish a robust and sustained partnership with civil society organizations in various research projects. The desired situation involves the active and structured participation of these organizations in the university's research endeavors, creating a mutually beneficial relationship. The goal is to foster a culture of collaborative research that addresses societal needs and contributes to the broader welfare.	<p>Establishment of Collaborative Platforms: Create dedicated platforms, such as research consortiums or forums, that bring together university researchers and representatives from civil society organizations. These platforms will facilitate ongoing discussions, joint planning, and the identification of research priorities.</p> <p>Capacity Building Workshops: Organize workshops to enhance the research capabilities of civil society organizations. These workshops can focus on research methodologies, data analysis, and project management, empowering organizations to actively contribute to research projects.</p> <p>Joint Funding Applications: Encourage and assist civil society organizations in jointly applying for research funding. Establish a support system within the university to facilitate the submission of collaborative research proposals that involve both academia and civil society.</p>	Yes	<p>Number of Collaborative Research Projects: Track and increase the number of research projects that involve active participation from civil society organizations.</p> <p>Workshop Attendance: Measure the attendance and feedback from capacity-building workshops attended by representatives from civil society organizations.</p> <p>Success Stories: Highlight success stories of impactful research outcomes achieved through collaborations, showcasing the tangible benefits of involving civil society organizations in research projects.</p>	Dr. Moumita Mukherjee, Dean, Research & Development
Training for the university community in the "dialogue of knowledge" with the community	At present, the university envisions a university community that is proficient in the "dialogue of knowledge" with the broader community. While there might be sporadic efforts, there is a need for a more structured and comprehensive approach to empower the university community in effective communication and collaboration with external stakeholders.	In three years, Adamas University aims to establish a university community that is proficient in the "dialogue of knowledge" with the community. The desired situation includes a comprehensive training program that equips students, faculty, and staff with the skills needed to effectively communicate research findings, share knowledge, and collaboratively engage with diverse community groups. This training will foster a culture of open dialogue, mutual learning, and positive community impact.	<p>Development of Training Modules: Design training modules that cover effective communication strategies, cultural sensitivity, and collaborative approaches. These modules should cater to different audience groups within the university community, including students, faculty, and administrative staff.</p> <p>Community Immersion Programs: Introduce community immersion programs that allow students and faculty to directly engage with local communities. These programs provide hands-on experience and promote a deeper understanding of community needs, facilitating more meaningful and effective dialogue.</p> <p>Creation of Knowledge Exchange Platforms: Establish platforms for regular knowledge exchange between the university community and external stakeholders. These platforms could include community forums, collaborative projects, and events that encourage dialogue, feedback, and shared learning.</p>	Yes	<p>Participation Rates: Monitor the participation rates in training sessions, workshops, and community immersion programs across different segments of the university community.</p> <p>Quality of Dialogue: Assess the quality of dialogue and engagement between the university community and external stakeholders, using feedback mechanisms and tracking collaborative outcomes.</p> <p>Number of Collaborative Initiatives: Track the number of collaborative initiatives, projects, or events initiated by the university community as a result of the training, indicating increased engagement in the "dialogue of knowledge" with the community.</p>	Dr. Moumita Mukherjee, Dean, Research & Development
Support the generation of patents and intellectual property	Currently, Adamas University has taken commendable steps to support the generation of patents and intellectual property, evidenced by the organization of several IPR workshops. These workshops have provided valuable insights into the importance of intellectual property, the patenting	In three years, Adamas University aims to establish itself as a hub for innovative research and development, actively generating patents and intellectual property. The desired situation involves a well-defined and streamlined process that fosters a culture of innovation, leading to increased patent filings and the creation of valuable intellectual assets for the university.	<p>Intellectual Property Workshops: Conduct workshops and training sessions to educate faculty, researchers, and students about the importance of intellectual property, the patenting process, and strategies for protecting innovative ideas. These workshops should also cover aspects of commercialization.</p> <p>Technology Transfer Office: Establish a dedicated Technology Transfer Office (TTO) to facilitate the identification, protection, and commercialization of intellectual property. The TTO will serve as a centralized resource to</p>	Yes	<p>Number of Patent Filings: Track and increase the number of patent applications filed by researchers and students affiliated with Adamas University.</p> <p>Commercialization Success Rate: Measure the success rate of commercializing intellectual property generated within the university, indicating the effectiveness of the patenting and technology transfer process.</p>	Dr. Parimal Chandra Biswas, Director, International Relations Mr. Subhayan Bhattacharjee, Vice President, International Relations



	<p>process, and strategies for protecting innovative ideas. Additionally, the university has achieved notable success with some patents granted, demonstrating a degree of success in fostering innovation.</p> <p>While these efforts showcase occasional successes, there is recognition that a more structured and proactive environment is needed to further enhance the university's capabilities in creating and protecting intellectual property. There is an opportunity to build on the existing momentum by implementing a comprehensive strategy that encourages consistent innovation, patent filing, and the effective management of intellectual assets within the university community. The goal is to develop a more streamlined process that nurtures a culture of innovation, leading to increased patent filings and the creation of valuable intellectual property for the university.</p>		<p>support researchers and students in navigating the complexities of the patenting process.</p> <p>Incentive Programs: Introduce incentive programs that reward and recognize individuals and research groups for generating patents and contributing to intellectual property development. These incentives can include financial rewards, research funding, or other forms of recognition.</p> <p>Collaboration with Industry: Strengthen collaborations with industry partners to identify research areas with high commercial potential. Engage in joint research projects that have the possibility of leading to patents, fostering a symbiotic relationship between academia and industry.</p>		<p>Participation in Innovation Competitions: Monitor the university's participation and success in national and international innovation competitions, showcasing the impact of generated patents and intellectual property.</p>	
<p>VI Visibility</p>						
<p>Increase the international visibility of HEI research results</p>	<p>Currently, the research results of the Higher Education Institution (HEI) are recognized within a limited sphere, with opportunities for international visibility largely untapped. While there may be notable research achievements, the institution could benefit from a more strategic and comprehensive approach to maximize the global impact of its research outcomes.</p>	<p>In three years, the HEI aspires to achieve heightened international visibility for its research results. The desired situation involves a deliberate and well-executed strategy that positions the institution as a global contributor to knowledge. The goal is to establish the HEI as a recognized player in international academic circles, with research outcomes widely disseminated and acknowledged on a global scale.</p>	<p>International Collaboration Initiatives: Foster strategic partnerships and collaborations with renowned international universities, research institutions, and organizations. Joint research projects, co-authored publications, and collaborative conferences will contribute to increased visibility.</p> <p>Participation in Global Conferences: Encourage faculty and researchers to actively participate in and present their work at international conferences, symposia, and workshops. This will provide a platform to showcase the HEI's research achievements and network with global peers.</p> <p>Establishment of Research Exchange Programs: Develop and promote research exchange programs that facilitate the exchange of scholars and researchers between the HEI and international institutions. This will enhance</p>	<p>Yes</p>	<p>Increase in International Collaborations: Track and measure the increase in international research collaborations initiated by the HEI, demonstrating active engagement with global partners.</p> <p>Frequency of Participation in Global Conferences: Measure the frequency of faculty and researcher participation in international conferences, indicating the HEI's presence and influence on the global stage.</p> <p>Research Citations and Impact Factor: Monitor the increase in citations of HEI's research publications and evaluate the impact factor of journals where the institution's research is published, reflecting growing international recognition.</p>	<p>Dr. Moumita Mukherjee, Dean, Research & Development Dr. Parimal Chandra Biswas, Director, International Relations Mr. Subhayan Bhattacharjee, Vice President, International Relations</p>



Handwritten signatures and initials in blue ink at the bottom right of the page.

			<p>cross-cultural collaboration and broaden the impact of research outcomes.</p> <p>Open Access Publication Policy: Implement an open access publication policy, making research findings freely accessible to the global academic community. This approach enhances visibility by removing barriers to access, facilitating wider dissemination of the HEI's research.</p>			
<p>invite partner universities to participate in open calls for scientific publications and / or artistic and cultural productivity</p>	<p>At present, the collaboration between the Higher Education Institution (HEI) and partner universities is established but may not be fully optimized for joint participation in open calls for scientific publications and artistic/cultural productivity. While there might be occasional collaborations, there is an opportunity to enhance and formalize these partnerships to actively engage in open calls, fostering a more robust exchange of scholarly and creative endeavors.</p>	<p>In three years, Adamas University aspires to achieve heightened international visibility and recognition, particularly in the realm of academic research. The recent inclusion of two faculty members in the prestigious 2023 Stanford University List, where they are recognized among the top 2% scientists globally, exemplifies the institution's commitment to scholarly excellence. The desired situation involves building on these achievements to position Adamas University as a global academic powerhouse, fostering a culture of research innovation and international collaboration.</p>	<p>Faculty Recognition Programs: Implement ongoing faculty recognition programs that identify and celebrate exceptional contributions to research and academia. This includes acknowledging faculty achievements in prestigious global lists such as the Stanford University List, promoting a culture of excellence.</p> <p>International Research Collaborations: Actively encourage and facilitate international research collaborations for faculty members. These collaborations can involve joint research projects, co-authored publications, and participation in global conferences, enhancing the global impact of the university's research community.</p> <p>Promotion of Research Outputs: Develop targeted strategies for promoting research outputs, including publications and innovations, on international platforms. Utilize the university's communication channels to highlight faculty achievements and contributions to global knowledge.</p> <p>Establishment of Research Excellence Centers: Create research excellence centers within the university that focus on key areas of expertise. These centers will not only foster collaborative research but also serve as hubs for attracting global attention to the cutting-edge research conducted by Adamas University faculty.</p>	Yes	<p>Increase in International Collaborations: Track and measure the increase in international research collaborations initiated by faculty members, reflecting the global recognition and collaborative efforts.</p> <p>Faculty Inclusions in Global Lists: Monitor and celebrate additional faculty inclusions in prestigious global lists, showcasing the continued success and impact of Adamas University faculty on the international stage.</p> <p>Enhanced Visibility in International Conferences: Evaluate the increased visibility of Adamas University through faculty participation and contributions in prominent international conferences and academic forums.</p>	<p>Dr. Moumita Mukherjee, Dean, Research & Development Dr. Parimal Chandra Biswas, Director, International Relations Mr. Subhayan Bhattacharjee, Vice President, International Relations</p>
<p>Encourage publications with co-authors from partner universities</p>	<p>Adamas University currently enjoys a strong foundation of international research collaboration, showcasing the institution's commitment to global academic engagement. While these collaborations exist, there is an opportunity to further enhance the impact and depth of these partnerships by actively encouraging and promoting publications with co-authors from partner universities. The</p>	<p>In three years, Adamas University aims to witness a substantial increase in publications characterized by co-authorship with researchers from partner universities. The desired situation involves a proactive approach to not only sustain but elevate the level of international collaboration, resulting in a higher number of joint publications. Leveraging the existing network of partner universities, the goal is to amplify the university's global academic influence through impactful co-authored publications.</p>	<p>Tailored Collaboration Workshops: Conduct specialized workshops focused on encouraging collaborative research and effective co-authorship practices. These workshops should provide insights into successful collaboration strategies and emphasize the benefits of co-authoring with researchers from partner universities.</p> <p>Coordinated Research Initiatives: Actively facilitate coordinated research initiatives between Adamas University and partner universities. Encourage joint research projects that naturally lead to collaborative publications, fostering a culture of shared scholarly contributions.</p> <p>Cross-Institutional Research Groups: Establish cross-institutional research groups that bring together faculty members from Adamas</p>	Yes	<p>Percentage Increase in Co-Authored Publications: Track and aim for a significant percentage increase in the number of publications with co-authors from partner universities compared to the present baseline.</p> <p>Success Stories of Collaborative Initiatives: Showcase success stories of collaborative initiatives resulting in impactful co-authored publications, highlighting the diversity and depth of the collaborative efforts.</p> <p>Feedback and Participation Rates in Collaboration Workshops: Monitor faculty feedback and participation rates in collaboration workshops,</p>	<p>Dr. Moumita Mukherjee, Dean, Research & Development Dr. Parimal Chandra Biswas, Director, International Relations Mr. Subhayan Bhattacharjee, Vice President, International Relations</p>



Handwritten signatures in blue ink, appearing to be 'R' and 'A'.

	current situation acknowledges the strength of existing relationships but seeks to intensify collaborative efforts for more significant academic outcomes.		University and partner universities. These groups can work on specific themes or projects, fostering ongoing collaboration and leading to co-authored publications. Publication Mentoring Programs: Implement mentoring programs that pair faculty members from Adams University with experienced mentors from partner universities for collaborative publication endeavors. This will provide guidance and insights into the dynamics of successful co-authorship.		gauging the effectiveness of these initiatives in promoting co-authorship practices.	
Encourage publications in international co-authorship	Currently, Adams University boasts a good level of research international collaboration, reflecting the institution's commitment to global academic engagement. While international collaborations exist in few departments only, there is an opportunity to further enhance the visibility and impact of these collaborations by encouraging publications in international co-authorship. The present situation acknowledges the strength of existing partnerships but aims to build on these foundations for greater global recognition.	In three years, Adams University envisions a notable increase in publications with international co-authorship, solidifying its position as a globally connected research institution. The desired situation involves a proactive approach to encourage and facilitate collaborative publications with international researchers. By leveraging existing international partnerships, the goal is to enhance the university's global academic footprint through high-impact co-authored publications.	International Collaborative Research Forums: Establish forums or discussion platforms that bring together faculty members from Adams University and their international counterparts. These forums will serve as catalysts for discussions on potential collaborative research projects and foster relationships conducive to co-authorship. Publication Support Programs: Introduce programs that provide support and resources specifically aimed at facilitating international co-authorship. This may include assistance with manuscript preparation, language editing, and access to international publication platforms. Recognition for International Collaborators: Implement a system of recognition or awards for faculty members engaged in successful international co-authorship. This will not only acknowledge their efforts but also incentivize others to actively participate in global research collaborations. Strategic Marketing of Collaborative Achievements: Actively market and showcase successful international co-authored publications through various channels, including the university's website, newsletters, and social media platforms. This will enhance the visibility of the university's global research contributions.	Yes	Percentage Increase in International Co-Authorship: Measure and aim for a significant percentage increase in the number of publications with international co-authorship compared to the present baseline. Faculty Participation Rates in International Forums: Monitor and encourage increased participation rates of faculty members in international collaborative research forums, signaling a proactive engagement in global academic networks. Impact Metrics of Co-Authored Publications: Evaluate the impact metrics (citations, journal impact factors) of co-authored publications, showcasing the growing influence of Adams University's international research collaborations.	Dr. Moumita Mukherjee, Dean, Research & Development Dr. Parimal Chandra Biswas, Director, International Relations Mr. Subhayan Bhattacharjee, Vice President, International Relations
VII Sustainability						
Identify aspects of the work plan that will continue beyond the 3-year Plan	<ul style="list-style-type: none"> • No institutional framework and policies for internationalization • Few partnerships with foreign partners • No curriculum integration • Moderate cultural awareness and few diversity initiatives • No research and innovation • Few students and staff mobility • Little resource allocation and funding • No robust monitoring and evaluation 	<ul style="list-style-type: none"> • Robust institutional framework and policies for internationalization • More partnerships and collaborations with foreign partners • Effective curriculum integration • Strong cultural awareness and diversity initiatives • Research and innovation • Regular student and staff mobility • Healthy resource allocation and funding • Regular monitoring and evaluation 	<ul style="list-style-type: none"> • Development of the institutional framework and policies for internationalization • Initiatives to find new partners for collaboration • NEP 2020 policy-based curriculum integration • Regular programs related to cultural awareness and diversity initiatives • Starting of joint research and innovation projects with collaborating partners • More staff and student mobility activities – semester abroad program, research projects, and other initiatives 	Yes	<ul style="list-style-type: none"> • Availability of Adams University internationalization policy • Signing of MoUs with international partners • Availability of course structure and syllabus which includes internationalization • Programs specific for international partners, diversity awareness programs • Joint research projects, publications, product developments • Multiple mobility activities involving students and staffs for projects, short-term study tour, semester program, etc. 	Dr. Parimal Chandra Biswas, Director, International Relations Mr. Subhayan Bhattacharjee, Vice President, International Relations Dr. Kausheyee Banerjee, Dean, Student Relations Dr. Moumita Mukherjee, Dean, Research & Development



Plan the human and financial resources, to support these aspects and activities	Human and financial resources to support the initiatives at present is less than 0.5% of the total budget	Human and financial resources to support the initiatives is expected to reach 1% of the total budget in the next 3 years	Allocating budget for human resources Allocating budget for financial resources 	Yes	Regular review and adjustments to the budget are essential to ensure sustained support for internationalization in higher education.	Registrar, Adams University Mr. Saikat Chatterjee, Group CFO Mr. Prasenjit Pal, CFO Mr. Somnath Chatterjee, Vice President, Chancellor's Cell
Identify future actions to improve and extend project results	<ul style="list-style-type: none"> • Few partnerships • No internationalization of programs • No technology integration • Minimal support services • Few faculty development activities • Little community engagement • Few research and innovation centers with little activities • Low alumni engagement • Minimal quality assurance and assessment • No policy advocacy 	<ul style="list-style-type: none"> • Strategic partnerships expansion • Diversification of programs • Technology integration • Enhanced support services • Faculty development • Community engagement • Research and innovation centers • Alumni engagement • Quality assurance and assessment • Policy advocacy and institutional commitment 	Identification and execution of new strategic partnerships with institutions from diverse regions Expansion of the range of international programs offered, including joint degrees, specialized certificates, or interdisciplinary courses, catering to diverse student interests and global demands Initiatives for technological advancements to enhance virtual exchange programs, develop online courses, and facilitate global collaboration among students, faculty, and staffs Strengthening support services for international students Offering continued professional development opportunities for faculty members Expansion of internationalization beyond campus boundaries by engaging local communities through outreach programs, cultural events, and collaborative projects Establishing research centers focusing on global issues, fostering interdisciplinary research collaborations Involving alumni networks in internationalization efforts by creating opportunities for networking, mentoring, and facilitating their involvement in various programs Implementation of robust mechanisms for evaluating the effectiveness of internationalization efforts, collecting feedback from stakeholders, and continuously improving strategies Advocate for supportive policies at governmental and institutional levels that promote internationalization for sustainability	Yes	Signing of MoUs with strategic international partners Offering multiple of international programs including joint degrees, specialized certificates, or interdisciplinary courses Starting of virtual exchange programs, development of online courses, etc. Offering cultural adaptation, language support, and academic guidance Engagement of faculty members in international research collaborations, attend conferences, and participate in exchange programs to bring global perspectives to their teaching Initiating outreach programs, cultural events, and collaborative projects Involvement in projects to address worldwide challenges and contribute to sustainable development goals Offering opportunities for networking, mentoring, and facilitating their involvement in global initiatives Collection of feedback from stakeholders, and continuously improving strategies based on assessments To promote internationalization and ensure institutional commitment to sustain and prioritize these efforts	Registrar, Adams University Dr. Parimal Chandra Biswas, Director, International Relations Mr. Subhayan Bhattacharjee, Vice President, International Relations Dr. Kausheyee Banerjee, Dean, Student Relations Dr. Moumita Mukherjee, Dean, Research & Development Dr. Sushanta Kumar Mandal, Dean, Academics; Director, IQAC
Plan the human and financial resources to support these aspects and activities	Human and financial resources to support the initiatives at present is less than 0.5% of the total budget	Human and financial resources to support the initiatives is expected to reach 1% of the total budget in the next 3 years	Dedicated staffs Allocate funds for faculty training Support services personnel in the international offices Research personnel Community engagement specialists Sustainable funding mechanisms	Yes	Allocating a team of professionals focused on internationalization efforts Allocating funds for faculty training, workshops, etc. Employing staffs to provide comprehensive support services for international students Investment in researchers, postdocs, and staff members for international research collaborations Employing individuals responsible for fostering community engagement through outreach programs Establishment of sustainable funding sources for internationalization efforts, including dedicated budget within the institution	Registrar, Adams University Mr. Saikat Chatterjee, Group CFO Mr. Prasenjit Pal, CFO Mr. Somnath Chatterjee, Vice President, Chancellor's Cell



Handwritten signatures in blue ink.

			Scholarships and grants		Allocating funds for scholarships, grants, and financial aid to support international student mobility, faculty exchanges, and collaborative projects	
			Infrastructure development		Investment in infrastructure that supports internationalization	
			Travel and exchange programs		Budget for travel expenses, accommodations, and logistical support for students and faculty participating in exchange programs, conferences, and research collaborations abroad	
			Professional development budgets		Allocating funds for faculty and staff professional development programs, including workshops, seminars, language courses, and certifications	
			Evaluation and assessment		Allocating funds for assessment tools, surveys, and consultants to evaluate the effectiveness and impact of internationalization initiatives	
VIII Financial Management						
<i>Structure of the department managing the international projects/activities management</i>	<ul style="list-style-type: none"> Director, International Relations Vice President, International Relations Dean, Student Affairs 	<ul style="list-style-type: none"> Director of international affairs International program management unit Academic affairs unit Student services and support unit Partnerships and collaborations unit Funding and grants management unit Marketing and communications unit Research and evaluation unit Advisory committee 	To Provide overall strategic direction for internationalization efforts	Yes	<ul style="list-style-type: none"> Development and implementation of policies and initiatives for global engagement Offering exchange programs, study abroad initiatives, and partnerships Facilitating the integration of global perspectives into academic offerings Offering guidance on immigration, cultural adjustment, and student life Negotiating agreements and collaborations for joint programs and research Administering of scholarships, grants, and financial aid for international programs Communication of achievements, opportunities, and events to internal and external stakeholders Tracking metrics and analyzes data to measure the impact of programs Offering insights on trends, opportunities, and challenges in global education 	<ul style="list-style-type: none"> Dr. Parimal Chandra Biswas, Director, International Relations Mr. Subhayan Bhattacharjee, Vice President, International Relations Dr. Kausheyee Banerjee, Dean, Student Relations
			Managing day-to-day operations of international programs			
			Collaboration with faculty members to develop international curriculum and programs			
			To provide support services for international students			
			Identification and cultivation of partnerships with other institutions globally			
			Seeking and managing funding sources for internationalization initiatives			
			Development of marketing strategies to promote international programs			
To conduct assessments and evaluations of internationalization efforts						
To provide guidance, expertise, and input on internationalization strategies						
<i>Information flow between the international projects/activities management department and financial services</i>	No structured information flow at present	<ul style="list-style-type: none"> Regular reporting Collaboration on funding sources Coordination on financial processes Communication and consultation Integration of information systems Collaborative decision-making 	Submission of budget proposals to financial services outlining expected expenses for international programs; regular reporting and updating	Yes	<ul style="list-style-type: none"> Reporting of expenditures, funding utilization, and financial performance related to international initiatives Assistance in grant application processes, manages funds received, and ensures compliance with grant requirements Collaboration on procurement processes for international projects, including vendor contracts, purchasing of goods/services, and managing payments in compliance with financial policies Guidance and support to the international projects/activities department on financial procedures, compliance, and best practices specific to global projects Streamlining of data sharing, reporting, and transparency Launching of new programs or expanding of partnerships 	<ul style="list-style-type: none"> Registrar, Adams University Dr. Parimal Chandra Biswas, Director, International Relations Mr. Subhayan Bhattacharjee, Vice President, International Relations Mr. Somnath Chatterjee, Vice President, Chancellor's Cell
			collaboration with financial services to identify and apply for grants, scholarships, and funding opportunities for international programs			
			Tracking of expenses related to international programs and coordinates with financial services			
			Regular consultation to ensure that international initiatives comply with institutional financial policies and regulations			
			Integration of financial systems with project management tools			
			Joint discussions and collaboration on financial implications of strategic decisions regarding internationalization efforts			



Handwritten signatures and initials in blue ink, including a large stylized signature and several smaller initials.

Coexistence of national legislation in force and funding programmes (E.g., Erasmus+)	Initiation of NEP 2020 guidelines-based internationalization of curriculum	Fully integrated internationalization of curriculum guided by government legislation	Implementation of NEP 2020 policies properly as national legislation may impose certain restrictions or requirements on how institutions can manage finances in internationalization. Failure to align with either national legislation or funding program rules can lead to potential legal or financial risks, including penalties, loss of funding, or reputational damage	Yes	The coexistence of national legislation and funding program financial rules requires institutions to navigate complex regulatory landscapes while ensuring adherence to multiple standards for financial management within internationalization efforts. Steps will be taken to strategically managing these challenges for enhanced financial sustainability and effective implementation of global initiatives in higher education	Vice Chancellor, Adamas University Registrar, Adamas University Dean, Academics
Tools (e.g., software) and instruments (e.g., cost control centers) that allow to manage an audit in an efficient and effective way (archive/organization of budgets, invoices, transfer receipts, etc. in a digital system)	<ul style="list-style-type: none"> TCSion ERP TALLY Microsoft OneDrive SharePoint 	<ul style="list-style-type: none"> Financial management software Document management systems Expense tracking and reporting tools Compliance and audit software Collaboration and communication platforms Best practices for implementation 	Regular management of audits efficiently within the realm of internationalization in higher education with a robust digital system for organizing budgets, invoices, receipts, and other financial documentation.	Yes	Implementation of robust financial tools and instruments to allow for streamlined audit processes, facilitates compliance, and ensures that financial documentation for internationalization efforts in higher education is efficiently managed in a digital system. The process is validated by independent external auditor.	Registrar, Adamas University Mr. Chandan Majumdar, Group CEO Mr. Saikat Chatterjee, Group CFO Mr. Prasenjit Pal, CFO Mr. Somnath Chatterjee, Vice President, Chancellor's Cell External Auditor, CA
Actors involved in the financial management	<ul style="list-style-type: none"> Registrar Group CFO AU CFO Vice President, Chancellor's Cell 	<ul style="list-style-type: none"> Leadership and administration Department managing internationalization Financial services unit Faculty and program directors Stakeholders and partners Students and alumni Committees and advisory boards 	<p>To oversees the overall financial strategy and policies</p> <p>Shaping of financial strategies for international initiatives, collaborates with financial officers, and oversees financial aspects</p> <p>To review, assess, and advise on budget proposals and financial plans for global initiatives</p> <p>Collaboration with the financial team to align program goals with available resources</p> <p>Collaboration on financial aspects of joint programs, funding sources, and shared expenses</p> <p>Students and alumni may be involved in discussions related to financial aspects</p> <p>Advisory board to provide guidance on financial matters</p>	Yes	<p>Managing budgeting, financial planning, and risk assessment related to international projects</p> <p>Managing day-to-day financial operations, including budgeting, expense tracking, and reporting for international programs</p> <p>Handling of financial transactions, tracks expenses, manages payroll for international staff, and ensures compliance with financial regulations</p> <p>Planning and proposing international programs</p> <p>Negotiations and agreements with partners</p> <p>Involvement of students and alumni in student exchange programs, scholarships, or funding opportunities</p> <p>internationalization initiatives guided by committees and advisory boards</p>	Registrar, Adamas University Mr. Saikat Chatterjee, Group CFO Mr. Prasenjit Pal, CFO Mr. Somnath Chatterjee, Vice President, Chancellor's Cell
External Fundings	None at present	<ul style="list-style-type: none"> Government grants and agencies Philanthropic foundations and nonprofits International organizations and NGOs Corporate partnerships and industry collaborations Research grants and collaborations Endowments and alumni contributions Scholarships and exchange programs 	<p>Various govt. agencies to provide grants for internationalization</p> <p>Foundations may provide grants or endowments for educational projects with a global focus</p> <p>Organizations such as UNESCO, the World Bank, or the United Nations often support educational projects</p> <p>Companies and industries interested in promoting global skills or specific research areas</p> <p>Foreign governments entities like the National Science Foundation (NSF) or the European Research Council (ERC) provide grants</p> <p>Alumni donations</p> <p>Partnership building</p>	Yes	<p>Seeking grant support for internationalization, research collaborations, and student mobility</p> <p>Application to organizations like the Ford Foundation or the Bill & Melinda Gates Foundation</p> <p>Applications for grants to promote global cooperation, sustainability, or capacity-building in higher education</p> <p>Applications for funding or in-kind support for international projects and initiatives</p> <p>Applications for grants to support international research collaborations and projects</p> <p>Alumni networks and philanthropic donations from individuals</p> <p>Establishing partnerships with institutions or organizations interested in similar global initiatives can open doors for joint funding opportunities</p>	Dr. Parimal Chandra Biswas, Director, International Relations Mr. Subhayan Bhattacharjee, Vice President, International Relations Dr. Moumita Mukherjee, Dean, Research & Development



Handwritten signatures in blue ink, including a large stylized signature and a smaller one to its right.