



Strategic Curriculum Internationalisation Plan

WP4 – Going beyond

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

MIT Art Design and Technology University

Formulating a 3-year Strategic Plan for Internationalization

Stages:

- Assessment of the present situation
- SWOT analysis of the strengths and weaknesses, opportunities, and threats, involving the largest possible number of stakeholders. P 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.	1. Learning of Foreign languages are credit based by School of Holistic Development to students 2. University Collaborations with other international universities	Fluency in at least two foreign languages Well known university connect with international universities from India	Certification of language level wise	Yes	20% students to be certified	Director School of Humanities & Social Studies
			Language workshops and competition	Yes	Students able to demonstrate writing and speaking skills	
			Organizing Joint conference on language with foreign countries	Yes	Teams of MIT ADTU and foreign university are presenting literature in conference	
			region wise outreach plan	Yes	yearly two outreach program	
Examine the existing document and compare it to new needs and directions of development identified	Policy document related to design school is set	New Policy for collaboration of HEIs in various disciplines of university	Reviewing current policy to find gaps for improvement	Yes	-	
			Referring other university policies	Yes	2 University in each discipline	
			Defining new policy with goals and objectives for collaboration	Yes	-	
Incorporate new aspects on a provisional basis and give it wide publicity	Internships Semester Exchange	Research collaboration outbound faculty mobility Student Mobility	Initiating small research problems	Yes	3 problem statements per year	
			Collaborative research paper and proposal writing	Yes	2 papers per year	
			Outbound of student and faculty from technology discipline	Yes	5 faculty and 30 students per year	
Discuss with all members of the institution and with external stakeholders, collect suggestions and incorporate them	Non accredited	Increasing University values and visibility with excellence in academics and research	Accreditation of University with A+ NAAC	Yes	One Year	
			Initiating QS ranking	Yes	Two Years	
Present the finished document to the appropriate authorities as necessary	In Process					
Post prominently on the home page of the IES website, and update as needed.	In Process					



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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:	A University-level International Relation cell has been established	At list 20 international university offices in International Relation Cell at the University	Appointment of multilingual officers	Yes	10 Officers	Director, IRO and Team	
			Promotion of different programs	Yes			Social media, Website
			Setting up all processes, SoPs and Operational Manuals	Yes			ISO certification of all processes
Cooperation and partnerships	Tie-ups with Consultants and agencies	Network with Consultants/ University Officials to cover diverse countries	MoUs with consultants region-wise	Yes	Onboarded 5 agencies		
			Maintain one-on-one tie ups with partners through SPOC	Yes	Listing of partners assigned to member SPOCs		
Communications	IRO Director/ Chairperson communicated with all partners or probable members	All communications are being streamlined by the Manager, IRO	Assignment of region-wise universities to particular members of the IRO	Yes	Listing of partners assigned to member SPOCs		
			Maintaining of all records with the respective partners	Yes			
			Supervising the activity and outcome under every assigned collaboration	Yes			Schedule to track progress
	Communications with Embassies and FRRO offices	Dedicated team for official communications with embassies, FRRO offices and for branding	Communications with various embassies	Yes	Sharing details for student recruitment and visa processing		
			Communications with FRRO offices and related for inbound students	Yes	Completion of processes for settling of inbound and outbound students		
		Publicity, branding and sharing of mobility details with partners	Yes	Posting of updates on LinkedIn, etc; course sharing for credit mapping			
International mobility	Outbound Student mobility for short-term internships	30% students are under international mobility	50% tenure of degree in foreign university	Yes	Any 4 semester mobility		
			internship mobility	Yes	Six months internship in foreign university for technical learning		
	Joint research project		Yes	5 projects per year			
	Participation in symposiums		Yes	Participation in two symposiums per year			
Strengthen the Communication strategy of the International Office	Email and telephonic Communication in English	International Office is communicating in foreign language and able to write and process in the same	Training and Development of staff	Yes	Four mandatory trainings in each year		
			Multilingual Communication	Yes	At least 5 Languages to implemented		
			Implementation of Interactive Platform	Yes	Digital Platform		
			Ambassador Program	Yes	2 Programs in each year		
Reformulate regulations	Static Model	Flexible regulation model to grasp more opportunities	Act and Feedback Mechanism	Yes	Regulation Book will be prepared in one year		
Streamline communication channels	Email and telephonic	Email, Telephonic, Chatbots and KIOSK	Proper channelising mail with chaining approach	Yes	Every stakeholder should get proper follow up in his comfortable language		
			Multilingual mailing system	Yes	Minimum 3 Languages		
			Multilingual chatbot for effortless interaction	Yes	Minimum 3 languages		
			Setting up KIOSK at office to self driven approach	Yes	Minimum 3 languages		
Raise awareness on the areas involved in the processes	Awareness Sessions on Processes	Awareness on social media and website	Frequent awareness session on social media	Yes	Twice in a year		
			Frequent awareness session in various university events	Yes	Twice in a year		
			Guiding video on website	Yes	Throughout		
Develop printed and / or digital material of the institution in the strategic languages	In Process	All Process documents and regulation book	Standard Operating Procedure (SoP)	Yes	Mandatory and certified		
			Process Manual	Yes	Mandatory and certified		
			Website with all digital details	Yes	Mandatory		
Training Activities for the staff and students involved	Class room training	Online courses on all processes	Staff and stakeholders have to earn badge on completing courses	Yes	Mandatory completion		
			Quiz on completion	Yes	100% passing criteria with repeat option		

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			Frequent awareness physical sessions		Twice in a semester	
<i>Develop language skills</i>	Reading, Group Discussion and Presentations through School of Holistic Development		Global Language Certification	Yes	40% students and all staff of International cell	
			Student language Symposium	Yes	Mandatory	
			Celebrating language and culture weeks	Yes	2 weeks in a year	
<i>Propose training spaces on internationalization strategies</i>	Meeting rooms	Seminar Halls to cater to larger audience	Scheduling of training of IRO staff	Yes	Twice a year	
			Orientation of Faculty members in the IRO team	No	Twice a year	
			Upgradation/ certification of IRO staff	No	1 member per year	
<i>Generate staff mobility for shadowing work</i>	Faculty mobility with students for internship	30 % staff mobility	Faculty Development Program (FDP)	Yes	2 FDP per year	
			Along with student batches for Internship	Yes	2 internships per year	
			Along with students for conference	Yes	2 Conferences per year	
			Along with students for Research Project	Yes	2 Projects per year	
III International mobility and internationalization of the institutional culture						
Strengthen the capacities of the different mobility schemes in the HEI members of the project	Schemes are defined under Institute of Design and School of Engineering	Extend the immersion program hosting to multiple schools under the university	Immersion programs under Faculty of Arts, Engineering and Design	Yes	2 per year for inbound batches	Director, IRO and Team
			Technical internships	Yes	2 per year	
			Joint PhD	No	1 per year	
<i>Design mobility regulations in its different schemes, considering the available mobility schemes</i>	International Internship Scheme International Outreach Program Scheme International Research Project Scheme	Introduce Funding for Student and Faculty Progression	Define and execute mobility under funding schemes for progression	Yes	Student progression 2+2 or 3+1	
			Define and execute mobility under funding schemes for Joint Faculty research	Yes	Joint research Funding, SERB, DST, ERASMUS+ etc	
			Define and execute mobility under funding schemes for PhD or Post-doc	Yes		
Generate mobility schemes with existing partners	Currently engagements with partners on case-to-case basis	Develop categories of Partner HEIs and define schemes under each	Categorize partners based on world rankings, common area of specializations	Yes	Listing of partners and agenda	
			Include in MoUs various types of mobility engagements and funding schemes	Yes	Listing of partners and agenda	
Schedule construction						
<i>Staff Mobility</i>	Identified the faculty experts in the schools under the University	Faculty teaching in partner universities	Teaching in partner universities for a semester or a year	No	1 per year	
			Offering of micro-credentials to students of partner HEIs	Yes	2 per year	
<i>Teaching-Researcher Mobility Scheme (to generate trust among HEIs).</i>	Identified the faculty experts in the schools under the University HEIs).	Establish faculty-faculty connect between partners with common research areas	Apply for research funding	Yes	1 per year	
			Co-supervise Research scholars of both universities	Yes	1 per year	
			Promote faculty for PhD and Post-doc	Yes	2 per year	
			Establish Centres-of-Excellence	Yes	3 CoEs in 3 years	
<i>Student Mobility Scheme</i>	Few schemes are operational	Schemes for students' immersions and articulation	MoUs for each type of outbound Mobility	Yes	10% students per year	
			MoUs for inbound Mobility	Yes	Minimum 15 students per year	
Generate visibility policies in HEIs						
<i>Establish internal and external communication guidelines, framed in a mobility regulation</i>	In Process(Being Aligned to National Education Policy and IHE guidelines)	Achieve NAAC A+ or above accreditation	MoUs as per the mentioned regulations	Yes	MoUs	
			Mobility regulation and nature of engagement to be published on the website		Web Portal	



Design a mobility area on the university website where you can show the offers of each partner university	Done with general listing	Listing in the website	Partner-wise listing of engagements on the website as in the MoUs	Yes		
			School-wise partners list on the website	Yes		
	Upcoming outbound mobility engagement programs are notified to students via seminars and email via the ERP	Announcements of upcoming outbound mobility engagements	Publishing of upcoming mobility programs on the website			
Build mobility portfolio according to your capacity with each of your partners	In process. Wish list for every school has been created	The university has a listing of partners on the basis of partner ranking and common areas of interest				
Spread news through social networks	LinkedIn Page					
Design reports of good practices, periodically exchanging joint experiences with partners						
Identify the most suitable areas to share good practices with partners	Yes, Design Skills and Indian Knowledge Systems	Workshops on Design Skills and Indian Knowledge Systems	Cultural immersion	Yes	2 per year	
			Health and Yoga	Yes	2 per year	
			Vedic Sciences	Yes	1 per year	
			Design Workshops		2 per year	
Sharing good practices in the field of mobility of each partner HEI	Identified the strength areas of each partner	Rubrics have been defined.	Connecting the schools under the university with the relevant partner	Yes	After the initial meeting with the partner	
			Preparing timely reports of action plan and action taken	Yes		
Feedback and self-assessment	In process	Develop rubrics for feedback from partners, Develop rubrics for self assessment	Internal Feedback from constituent units	Yes	Twice a year	
			Feedback from partners	Yes	Once a year	
			Self Assessment	Yes	Twice a year	
Project sustainability	Integrate the above goals into the Institutional Strategic Plan	Reflection of project outcomes in the detailed execution of the IRO	Internationalization in curriculum in terms of content	Yes	Twice a year	
			Reflection of advances in pedagogy	Yes	Twice a year	
			Stakeholders' satisfaction surveys	Yes	Once a year	
IV Modernization of learning, teaching, and assessment programs: Student-centered and competency-based learning, learning outcomes, and measurement of student workload						
Promote curriculum internationalization focused on student learning	Publishing on website which is in progress					Academic Deans
Establishment of a repository (unified common space) that contains guidelines, experiences and good practices on curricular internationalization based on the student-centered approach (learning).	Cloud Repository of University	Establishing University Cloud space specific for documents related to internationalization	Approvals from all authorities to procure cloud space	Yes	six months	
			Appoint engineer to manage repository	Yes	one year	
			General meeting of Academic council	Yes	Once in the year	

<i>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 HEL.</i>	Only approved for School of Design	Placing in the Agenda of student-centered curricular internationalization process in general meetings of HEIs	General meeting of Board of Management	Yes	Once in the year	
			General meeting of Governing Body	Yes	Once in the year	
<i>Encourage collaborative work between teachers in the framework of subjects applying face-to-face, blended, or virtual modalities, and using technologies</i>	Appropriate virtual teaching frameworks and platforms are in place	Strengthening Operations and Output of current system.	Identifying suitable courses	Yes	six months	
			Identifying faculty pool and their preparation		six months	
			Implementation of course		Execute course for two year take feedback and change in third year	
<i>Promote spaces for learning a second language</i>	School of Holistic Development is in place	Strengthening Operations and Output of current system.				
V Synergies with the territorial context						
Strengthening the interaction and cooperation with external stakeholders						Director- IRO
<i>Training in entrepreneurship for the creation of spin off</i>	Appropriate courses and units for upbringing entrepreneurship is in place	Strengthening Operations and Output of the current system.				
<i>Organize events between the university, communities, companies and organizations for the transfer and exchange of knowledge</i>	executing in small scale at university level	Knowledge transfer multiple events with university, communities, companies and organizations	Tech Buddies Community Day	Yes	Once in Year	
<i>Create meeting spaces for the opening of the university to society</i>	Participating and organizing education fairs within country	Participating and organizing education fairs at International level like NAFSA, GETEX	Participating in International Fairs Organizing International Conference		Twice a year Once a year	
<i>Promote the participation of civil society organizations in research projects</i>	<i>We are doing with many civil society organizations like Municipal, state and central agencies</i>	Strengthening Operations and Output of the current system.				
<i>Training for the university community in the "dialogue of knowledge" with the community</i>	<i>Faculty Development Programs, Train The Trainers, Certifications are in place</i>	Strengthening Operations and Output of the current system.				
<i>Support the generation of patents and intellectual property</i>	<i>University Units and teams are in place to support IPR</i>	Strengthening Operations and Output of the current system.				
VI Visibility						



Increase the international visibility of HEI research results						Director - IRO Director - Research and Consultancy
Invite partner universities to participate in open calls for scientific publications and /or artistic and cultural productivity	We organizes International conferences to invite partner universities Ex. 1. EVF Conference 2019 Few in plans	Reputed conference conduction regularly	Identifying good quality conference discipline wise Active participation of partners	Yes Yes	One conference per year 5 universities in each conference.	
Encourage publications with co-authors from partner universities	Having publications with SPPU which is RISHII partner	Strengthening Operations and Output of the current system.	International reputed Journal Publication	Yes	15 Papers per Years	
Encourage publications in international co-authorship	Initiated with one partnering university from Israel	Strengthening Operations and Output of the current system.	International reputed Journal Publication	Yes	15 Papers per Years	
VII Sustainability						
Identify aspects of the work plan that will continue beyond the 3-year Plan						Director -IRO Academic Council
Plan the human and financial resources, to support these aspects and activities	Having Limited Human and financial Resources	Separate Budget from University	Proposing three years activity Calculating budget and resources requirements Human resources are management Pan Manual		six months Six months six months	
Identify future actions to improve and extend project results						
Plan the human and financial resources to support these aspects and activities	Small Team is working now	Continuous and Skilled Human Resources, Budget allocation	Train faculties as per their domain areas Use Human resources rotation basis Incesign fund generation	Yes Yes Yes	2 trainings per year six monthly 5 faculties three years	
VIII Financial Management						
Structure of the department managing the international projects/activities management	International Relations Office (IRO) is active since one year Director, manager, coordinators & Marketing	Effective IRO to handle multilingual relations with international universities and strong exchange program	Increasing team to address region wise universities Dedicated Infrastructure and resource allocation Yearly fund allocation from university	Yes Yes Yes	As per need As per need As per need	
Information flow between the international projects/activities management	Approvals as per need of fund from university	Self driven and funded iRo	Setting up initial fund from university Defining business model Self funded IRO Plan	Yes Yes Yes	Six month Six month Six month	

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<i>department and financial services</i>						
<i>Coexistence of national legislation in force and funding programmes financial rules (E.g., Erasmus+)</i>	<i>running at actual</i>	Defining Standard Operating Procedure (SoP)	Studying and understanding National Legislation	Yes	Six month	
			Mapping with all types of associations	Yes	One Year	
			Defining implementation plan	Yes	One Year	
<i>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)</i>	<i>Microsoft Excel, Tally, Microsoft Word</i>	<i>Implementing FinTech services for flawless transactions and fund services</i>	Defining all formats to handle all transactions and cashflows	Yes	one year	
			Fund Allocation and utilization templates	Yes	one year	
			Fund crisis handling plan and templates	Yes	one year	
<i>Actors involved in the financial management</i>	<i>Director, Project manager and faculty</i>	Hierarchy based finance management Process	Referring and studying other university process	Yes	Six Months	
			Defining SoP	Yes	Six Months	
<i>External Fundings</i>	<i>In Process</i>	Establishing name with good project completion	Joint Research Projects	Yes	2 Projects per year	
			Consultancy Projects	Yes	5 Consultancy per year	



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