



ST ALOYSIUS COLLEGE (AUTONOMOUS)

MANGALURU – 575 003, KARNATAKA, INDIA



Strategic Curriculum Internationalisation Plan

Plan for strengthening and expanding the
Internationalisation Culture at institutional
level



Soman
Principal

**ST. ALOYSIUS COLLEGE (AUTONOMOUS)
MANGALORE - 575 003**

RISHII

Resources for Internationalisation of Higher Education Institutions in India
609609-EPP-1-2019-1-ES-EPPKA2-CBHE-JP



Co-funded by the
Erasmus+ Programme
of the European Union

Formulating a 3-year Strategic Plan for Internationalization

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
Develop, approve and publish a new and more incisive institutional strategy that supports all aspects of the activities of the HEI.	The present strategic plan of the institution covers the holistic development of the institution and its stakeholders but gives limited emphasis on curriculum internationaliza tion	By the End of 2025 A detailed strategic plan will be worked out for the institution which includes the components of internationalization of curriculum and mobility of faculty and the students	I Institutional international Strategy			
			Advantages and disadvantages of the present strategic plans will be identified	Yes	The identified Advantages and disadvantages will be documented in minutes book	Dr Alwyn D Sa
			The priority will be given to the disadvantages and the opportunities and challenges of the present time will be incorporated	Yes	Academic Audit committee report	
			The document will be placed before the peer team which works on the improvements	Yes	Peer team report	
			The suggestion of the pear team will be incorporated and the plan will be presented to the entire faculty and stakeholders for the suggestions and recommendations	Yes	Action taken report in the staff council meetings	
			The final plan Will be presented to the management- Mangalore Jesuit Educational Society for the approval	Yes	Minutes of the governing body meeting of the college	
			A core team of 6 members Will be constituted inorder to draw the plan of action and its implementation	Yes	Report of the core team members	
			A action plan with the clear timeline will be drawn and will be documented	Yes	Detailed action plan report	

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				A mechanism will be drawn to implement and review the plan of action	Yes	Flow chart of the mechanism of plan of action	
				Conducting Comprehensive Stakeholder Consultations	Yes	Engaging in inclusive consultations with various stakeholders including faculty, students, administrative staff, and external partners to gather insights and perspectives. The indicator of success would be a diverse and representative range of input contributing to the development of the new institutional strategy.	
				Formation of Strategy Development Committees	Yes	Establishing dedicated committees tasked with developing and refining the new institutional strategy. Success could be measured by the composition and expertise of committee members, timely progress in strategy development, and the submission of a comprehensive and	

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Examine the existing document and compare it to new needs and directions of development identified	The existing documents has limited reference to the internationalization of curriculum with generic statements of intention	Before the end of 2024 The clear action plan will be drawn based on understanding the environment of the institution, developing a strategic approach, optimizing implementation and monitoring and evaluating	Document Review and Gap Analysis	Yes	well-informed strategy document. will be constituted to identify the new needs Conducting a comprehensive review of the existing institutional documents related to internationalization, by team of 10 members including the faculty who received the RISHII training from the RISHII online seminars, followed by a gap analysis. The indicator of success would be a detailed report highlighting areas where the current document falls short in addressing new needs and directions identified for development.	Rev Fr Dr Praveen Martis SJ
			External Environmental Scan	Yes	Undertaking an external environmental scan to identify global trends, best practices, and emerging opportunities in higher education and internationalization.	

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					The indicator of success would be the incorporation of relevant external insights into the updated document to ensure alignment with contemporary needs and global developments.	
					Administering surveys and conducting focus group discussions with various stakeholders to gather input on the perceived strengths, weaknesses, opportunities, and threats related to internationalization. Success could be measured by the extent of stakeholder engagement and the incorporation of their perspectives into the updated document.	
Incorporate new aspects on a provisional basis and give it wide publicity	New aspects are not yet started	Before the End of September 2024 From the Academic year 2023 – 24 the identified new aspects will be started	Pilot Programs and Initiatives	Yes	Launching pilot programs or initiatives that incorporate new aspects of internationalization on a provisional basis. The indicator of success	Dr Ronald Nazareth

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		provisionally at the institutional level	Formation of a Social Media Promotion Team		would be the successful implementation of these pilots, positive feedback, and measurable impact, providing insights into the viability of scaling these initiatives.	
			Establishment of a Student Representative Coalition for Effective Communication		Establishing a dedicated team of IT experts within the college with a focus on social media promotion for internationalization efforts. The team's success could be measured by the frequency and quality of posts, increased engagement metrics (likes, shares, comments), and the growth of the college's online presence in the context of internationalization.	
					Creating a coalition of student representatives, ensuring representation from all sections, to facilitate effective	

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[Signature]

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					communication in the strategic plan for internationalization. Success could be gauged by the diversity of representation, active participation in communication initiatives, and positive feedback received from students regarding their understanding and engagement with internationalization efforts.	
Discuss with all members of the institution and with external stakeholders, collect suggestions and incorporate them	Regular interactions with the stakeholders are in place	Before the End of September 2024 The interactions will be planned in organized way at frequent time intervals	Inclusive Stakeholder Forums	Yes	Organizing inclusive forums that involve all members of the institution, including faculty, staff, and students, as well as external stakeholders. The success of this activity can be measured by the diversity of participants, the number of suggestions collected, and the richness of discussions on internationalization strategies.	Ms Shilpa D Souza

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Online Feedback Platforms	Focus Group Discussions with Experts		Implementing online platforms or surveys to collect suggestions from a wider audience, including alumni, parents, and community members.	
			The number of responses received, the variety of suggestions, and the level of engagement through these platforms can be indicators of the effectiveness of this inclusive approach.	
			Conducting focus group discussions with external experts in the field of internationalization and higher education. The quality of insights gained, the relevance of suggestions provided by external experts, and their positive assessment of the college's internationalization plan can serve as indicators of the success of this activity.	

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Present the finished document to the appropriate authorities as necessary	Not yet done	The document will be finalized and presented before the governing body of Mangalore Jesuit Educational Society	Board Presentation and Approval		Yes	Presenting the finalized internationalization strategic plan to the college's Board of Trustees or relevant governing body for approval. The successful approval and endorsement of the plan by these authorities would serve as a key indicator of institutional backing and commitment.	Dr Denis Fernandes
			Faculty and Staff Briefings	Student group Meetings			
						Conducting briefings or workshops for faculty and staff to communicate the details of the internationalization plan, including its objectives, strategies, and expected outcomes. The indicator of success would be the level of understanding and engagement demonstrated by faculty and staff during these sessions.	
						Organizing meetings with students to	

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					present the internationalization plan and gather their feedback. The attendance at these meetings, the quality of questions and suggestions raised by students, and their positive reception of the plan can be indicators of successful communication with the student body.	
Post prominently on the home page of the IES website, and update as needed	Not posted in home page	Will be Posted prominently on the home page of the IES website, and will be updated as needed	Website Banner Placement	Yes	Placing a prominent banner or section on the home page of the International Education Services (IES) website dedicated to the strategic plan for internationalization. The indicator of success would be the visibility and accessibility of the plan to website visitors, measured through analytics tracking and user engagement.	Mr Royal D Souza
			Regular Plan Updates and Announcements		Establishing a schedule for regular updates and announcements	

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					on the IES website to keep stakeholders informed about the progress and any modifications to the internationalization plan. The success of this activity can be measured by the frequency of updates, user engagement with the information, and positive feedback received.	
					Hosting interactive webinars or Q&A sessions on the IES website to provide in-depth insights into the internationalization plan and address any queries from stakeholders. Success can be measured by the level of participation, the number of questions posed, and the satisfaction of participants with the information provided.	
				Interactive Webinars and Q&A Sessions		
				Online Feedback Mechanism		

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II International Offices and academic services						
					website to gather input, suggestions, and questions from stakeholders regarding the internationalization plan. The success of this activity can be gauged by the quantity and quality of feedback received, indicating the level of engagement and interest from the online community.	
Strengthen the structure of the International Offices. Redesign the organization chart of the Offices according to the various functions:	<i>Organization chart is not prioritized as per the new strategic plan</i>	Organization chart consisting of offices like Principal, Director, Dean PR & International Student Admission (ISA) Institutional Ranking (IR) Student and Staff Mobility (SSM) International Collaboration (IC) will be drafted	Development of an Internationalization Office (IO) Performance Dashboard	Yes	Creating a comprehensive performance dashboard for the Internationalization Office (IO) that includes key metrics such as the number of international partnerships established, student exchange programs facilitated, research collaborations initiated, and other relevant indicators. The success of this activity can be measured by the	Dr Ronald Nazareth

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Cooperation and partnerships	Limited MoU for the partnerships	Scientific plan to increase the number of MoU	Chart for general administration	regular updating of the dashboard, the clarity of data representation, and the informed decision-making facilitated by the performance metrics.	Training for the general administration for the administrative staff	Visibility of the college in international institutional search engines	Details of the admission requirement in the college website Promoting students to apply for the mobility programmes Increasing the MoU	Dr Ronald Nazareth
			Plans for international students					
			Plans for admission, service, and immigration institutional ranking international promotion, official database, Plans for student and staff mobility Plans for evaluation, and planning of international collaboration					
			Contacting the colleges ready for collaboration					
			Visiting the international Universities for collaboration	Yes	Minimum two activities per year on curriculum internationalization	Study the operational procedure in academic and administration in international universities		
			Creating awareness among the students for the possible collaborative activities					

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						students through the student activity cell	Dr Denis Fernandes
Communications	Limited communication between the office of international Relation and the students	The communication will be strengthened	Creating of social media groups	Yes	Creation of international collaboration cell to moderate the social media		
			Regular Faculty wise information related to International programs		Faculty training and dissemination of the events of internationalization of curriculum		
			Buddy programmes and peer group interactions		Faculty to moderate		
International mobility	Very few students and faculty have availed the facility	Priority for the international Mobility for the students as well as faculty	Mapping of the curriculaum inorder to achieve the credit transfer	Yes	25% of the students take up mobility through the credit transfer	Mr Reji John	
			Identify the potential institutes for the mobility programmes		25% Faculty apply for the mobility programmes		
			Improve the skills and knowledge of the students to compete globally		Skill development programmes for the students as well as for the faculty		
			Establishing International Internship Opportunities		Creating opportunities for international internships or work placements for students. Success can be measured by the		

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						number of students securing international internships, the quality of experiences gained, and feedback from employers or organizations hosting the interns.	
				Yes		Detailed information booklet with the opportunities and requirements for the international programmes	Dr Premalatha Shetty
Strengthen the Communication strategy of the International Office	Limited communication from the international office	The communication will be streamlined and a scientific mechanism will be adopted	Information booklet to all the students during their induction programme			Orientation for the association heads for the information dissemination	
			Association hour is utilized for the communications through the association presidents			Orientation for the mentors	
			Mentors are trained to guide the students for the international programmes			Class guides follow-up along with academic requirements	
			Communication through the class guides			All faculty and students receive the reformulated regulations	
Reformulate regulations	Regulations are broad and vague	Specific regulations Will be drafted for the implementation	Regulations with the priority for the communication of internationalisation of curriculum Will be drafted	Yes			Mr Alwyn Misquith
Streamline communication channels	Website with limited information	Updating of website with substantial information on loc	Faculty wise details on the opportunities and challenges in loc	Yes		Evaluation of the questionnaire prepared	Dr Bhavya Shetty
			Students are made to answer the questionnaire regarding loc based on website information				

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			Optimization of Communication Channels		Implementing a comprehensive review of communication channels within the internationalization framework and streamlining them for efficiency. Success can be measured by reduced redundancy, improved response times, and enhanced clarity in information dissemination.	
					Introducing unified communication platforms that integrate various channels (email, intranet, messaging apps) for a more cohesive and streamlined approach. The success of this activity can be measured by increased user adoption, improved cross-departmental coordination, and positive feedback on the ease of communication.	
			Implementation of Unified Communication Platforms			

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Raise awareness on the areas involved in the processes	Limited awareness among the faculty and students	100% of the faculty and students will be a made aware of goals of IoC	Through the website	Yes	Continuous updating of the website	Mr Glavin D Souza
			Through the association meetings		Experts to interact with students during association meetings	
Develop printed and / or digital material of the institution in the strategic languages	No printed or digital materials with priorities for IoC	Printed strategic plan will be prepared and circulated among faculty and students	Through student and staff council meetings	Yes	Decisions of priority for IoC	Dr Roshan D Souza
			Prioritizing the strategic lines of IoC		Printing of the document	
			Detailed action plan for the strategic lines		Monitoring the progress	
			Multilingual Institutional Material Development		Creating printed and/or digital materials, such as brochures, websites, and documentation, in strategic languages to enhance accessibility and inclusivity. Success can be measured by the production and distribution of these materials, increased engagement with international audiences, and positive feedback on language inclusiveness.	
Training Activities for the staff and students involved	Limited training programmes	Intensive training programmes for the staff and students	Induction programme for the students at the beginning of the academic year	Yes	All students during the first week of new academic year	Dr Charles Furtado
			Sessions on IoC during the Faculty development programmes		All faculty for 3 days in the beginning of academic year	

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			Certificate course in Teaching excellence with major component of Ioc		Year long programme for all the faculties with less than 10 years of experience	Dr Rathan Mohuntha
Develop language skills	Limited training programme on language skills	Intensive training programmes for the staff and students on language skills	Language lab for the development of language skills. Special programmes for the students from vernacular medium	Yes	Definite slots for the students in language labs Mentors from English department for the needy students to develop language skills Special online training programme	
Propose training spaces on internationalization strategies	Limited training spaces on internationalization strategies	Training spaces will be prioritized	Conducting Internationalization Training Workshops	Yes	Organizing workshops dedicated to training faculty, staff, and administrators on internationalization strategies. Success can be measured by the number of participants, their engagement level, and the successful integration of learned strategies into the college's practices. Creating online training modules that offer flexibility for participants to learn at their own pace. The success of this activity can be gauged by the	Dr Dinesh Nayak
			Developing Online Training Modules			

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				number of participants completing the modules, assessments of understanding, and feedback on the applicability of the training.	
				Implementing mentorship programs where individuals with expertise in internationalization strategies mentor their peers. The success of this activity can be measured by the number of mentor-mentee pairs, feedback on the effectiveness of mentoring, and tangible outcomes resulting from mentorship.	
			Establishing Peer-to-Peer Mentoring Programs		
			Hosting Internationalization Strategy Seminars		
				Hosting seminars featuring experts in internationalization strategies, providing insights and guidance to the college community. Success can be measured by the attendance at these seminars, active participation in	



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					discussions, and subsequent application of the shared strategies in the college's internationalization initiatives.	
Generate staff mobility for shadowing work	Limited staff mobility	Increase the mobility to 25%	Collaborative workshops with the regional institutions to increase the preparedness for mobility Intensive training programmes Interactions with the international experts Deputing faculties for the workshops involving international experts	Yes	Identifying the members potential faculty Define programme schedule for the training programme Online scheduling of meeting with the experts Through the international collaborative agencies	Dr Vaishali Rai
Strengthen the capacities of the different mobility schemes in the HEI members of the project	Limited exposure to the mobility schemes	25% of the faculty and the students to take part in the mobility programmes	Capacity Building Workshops for Mobility Coordinators	Yes	Conducting workshops focused on building the capacities of mobility coordinators within the Higher Education Institution (HEI). Success can be measured by the participation of coordinators, their mastery of mobility-related processes, and the successful	Dr Chandrashekar Shetty

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			Collaboration with International Training Organizations		execution of enhanced mobility schemes.	
			Development of Resource Materials and Guides		Collaborating with international training organizations to provide specialized training sessions for staff involved in mobility programs. The success of this activity can be assessed by the number of staff members participating, their feedback on the training quality, and the application of acquired skills in managing mobility schemes.	
					Creating comprehensive resource materials and guides to support different mobility schemes. Success can be measured by the availability and accessibility of these materials, the frequency of utilization by staff, and improvements in the efficiency of mobility processes.	

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			Regular Evaluation and Feedback Sessions		Implementing regular evaluation sessions and gathering feedback from participants involved in mobility schemes. Success can be assessed by the responsiveness to feedback, continuous improvement in program design and execution, and the overall satisfaction of participants.	
Design mobility regulations in its different schemes, considering the available mobility schemes	No concrete regulations available schemes	Concrete resolutions will be prepared and implemented	Development of Comprehensive Mobility Regulations	Yes	Creating a set of comprehensive mobility regulations tailored to different schemes, outlining guidelines, eligibility criteria, and procedures. Success can be measured by the completion and approval of the regulations, adherence to established guidelines, and the clarity of communication regarding mobility requirements.	Ms Meghana

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			Stakeholder Consultation Workshops		Conducting workshops and consultations involving stakeholders to gather input on the design of mobility regulations. Success can be gauged by the diversity of participants, the incorporation of valuable feedback into the regulations, and the level of consensus achieved among stakeholders.	
					Implementing the newly designed mobility regulations on a pilot basis within specific schemes to assess their practicality and effectiveness. Success can be measured by the successful execution of the pilot, identification of areas for improvement, and positive feedback from participants and administrators.	
			Pilot Implementation of Regulations			
			Regular Compliance Audits			

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					adherence to mobility regulations across different schemes. Success can be assessed by the frequency and thoroughness of audits, the identification and resolution of compliance issues, and the overall alignment of mobility practices with established regulations.	
Generate mobility schemes with existing partners	Limited mobility schemes	Mobility scheme enhancement programme	Partner Engagement Workshops	Yes	Conducting workshops to engage with existing international partners and explore opportunities for developing new mobility schemes. Success can be measured by the number of engaged partners, the identification of potential mobility initiatives, and positive feedback on the collaborative efforts.	Ms Manisha Alva
			Joint Needs Assessment Surveys		Collaborating with existing partners to conduct joint needs	

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					assessment surveys, identifying areas of mutual interest for mobility schemes. Success can be gauged by the completion of needs assessments, the alignment of identified needs with available resources, and the potential for collaborative initiatives.	
					Designing tailored mobility programs based on identified needs and resources in collaboration with existing partners. Success can be measured by the development and approval of new mobility schemes, the diversity of program offerings, and the interest and participation from students and faculty.	
			Designing Tailored Mobility Programs			
			Monitoring Program Implementation			
					Establishing a monitoring system to track the implementation of mobility programs with	

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					existing partners. Success can be assessed by the successful execution of programs, the number of participants, and the feedback received on the overall experience and outcomes of the mobility initiatives.	
Schedule construction				Yes		
Staff Mobility	No planned schedule	3 years schedule will be constructed	Staff Mobility Planning Workshops	Yes	Organizing workshops to plan and schedule staff mobility initiatives, outlining objectives, timelines, and participant criteria. Success can be measured by the completion of workshop sessions, the development of detailed mobility plans, and the alignment of these plans with overall internationalization goals. Target :5% faculty in the first year, 10% in the second year, 10% in the third year	Ms Sneha Saij
			Partnership Agreements for Staff Exchanges		Establishing formal partnership	

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				agreements with international institutions for staff exchanges. Success can be gauged by the number of signed agreements, the diversity of partner institutions, and the clarity of terms regarding staff mobility.	
				Executing staff exchange programs according to the established schedule. Success can be measured by the number of participating staff members, the successful completion of planned exchanges, and positive feedback from participants on the value of the experience.	
			Implementation of Staff Exchange Programs		
			Post-Mobility Evaluation and Feedback Sessions	Conducting post-mobility evaluation sessions to gather feedback from staff participants. Success can be assessed by the frequency and	

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					thoroughness of evaluation sessions, the identification of areas for improvement, and positive testimonials from staff members regarding their mobility experiences.	
Teaching-Researcher Mobility Scheme (to generate trust among HEIs).	No planned schedule	3 years schedule will be constructed	Joint Research Proposal Development Workshops	Yes	Organizing workshops that bring together teaching and research staff from different Higher Education Institutions (HEIs) to collaboratively develop research proposals. Success can be measured by the number of joint proposals created, the diversity of participating institutions, and the alignment of proposals with mutual research interests. Target: 5 researchers in the first year, 10 researchers in the second year, 20 researchers in the third year	Ms Deeksha

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			Establishment of Joint Research Centers or Networks		Creating joint research centers or networks involving teaching-researcher mobility. Success can be gauged by the number of established centers or networks, the variety of collaborative projects initiated, and the level of engagement among HEIs in these joint endeavors.	
				Cross-Institutional Teaching Exchanges	Facilitating teaching exchanges where faculty members from different HEIs participate in guest lectures or teaching assignments at partner institutions. Success can be measured by the number of teaching exchanges conducted, the positive feedback from participating faculty and students, and the enrichment of academic perspectives.	
				Cross-Institutional Research Seminars	Hosting research seminars that involve faculty from multiple	

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					HEIs, fostering collaboration and knowledge-sharing. Success can be assessed by the frequency and participation in these seminars, the diversity of research topics presented, and the tangible outcomes such as joint publications or collaborative research projects.	
Student Mobility Scheme	No planned schedule	3 years schedule will be constructed	Establishing Bilateral Exchange Programs	Yes	Developing bilateral exchange programs with international partner institutions. Success can be measured by the number of established partnerships, the diversity of exchange opportunities, and the enrollment of students in these programs. Target :5% faculty in the first year, 10% in the second year, 10% in the third year	Dr Vinola Rodrigues
			Implementing Short-Term Study Abroad Programs		Introducing short-term study abroad programs to enhance	

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Generate visibility policies in HEIs	Limited scope in the institutional policy for visibility	A separate visibility policy will be prepared	Creating Internship and Work Placement Opportunities Abroad	Yes	international exposure for students. Success can be gauged by the number of participants, the variety of destinations, and feedback on the impact of the programs on students' academic and personal development.	Dr Roshan DSouza
			Development of a Comprehensive Visibility Policy Document		Collaborating with international organizations to provide internship and work placement opportunities for students abroad. Success can be measured by the number of students securing international internships, positive evaluations from host organizations, and the practical skills gained by participating students.	

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					Success can be measured by the completion and dissemination of the document, adherence to outlined strategies, and the alignment of visibility efforts with institutional goals.	
					Conducting an assessment of the college's preparedness for internationalization and showcasing the results in the visibility policy document. Success can be measured by the identification and implementation of preparedness measures, positive feedback from stakeholders, and the alignment of institutional capabilities with internationalization goals.	
				Institutional Preparedness Assessment for Internationalization		
				Media Cell Engagement for Visibility		

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						can be gauged by the frequency and quality of media coverage, the reach of news and articles related to internationalization, and positive perceptions generated through media representation.	
						Launching strategic social media campaigns to enhance the college's visibility globally. Success can be measured by increased engagement on social platforms, the growth of online followers, and the dissemination of internationalization-related content reaching a diverse audience.	
Establish internal and external communication guidelines, framed in a mobility regulation	No definite communication guidelines	Internal and external communication guidelines, framed in a mobility regulation to be established	Development of Communication Guidelines within Mobility Regulations	Yes		Integrating communication guidelines into mobility regulations, outlining clear protocols for both internal and external communication related to internationalization.	Dr Vinola Rodrigues

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				Success can be measured by the completion and approval of the guidelines, the alignment of these guidelines with overall internationalization objectives, and the adherence to communication protocols.	
				Organizing training sessions for staff to ensure understanding and implementation of the established communication guidelines. Success can be gauged by the attendance at training sessions, the comprehension of communication protocols by staff members, and the application of learned principles in practice.	
			Conducting Communication Training Sessions		
			Creating Internal Communication Platforms		

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					information-sharing among members of the college community. Success can be measured by the adoption and utilization of these platforms, increased information flow, and positive feedback on improved internal communication.	
Design a mobility area on the university website where you can show the offers of each partner university	No area of mobility is visible in the website	Website reconstruction with the highlight on the specific are of study the college	Creation of a Mobility Section on the College Website	Yes	Developing a dedicated section on the university website for mobility programs, showcasing offers from each partner university. Success can be measured by the completion of the web section, the inclusion of comprehensive information about partner universities and their offerings, and the accessibility and user-friendliness of the platform.	Dr Swapna Rose
			Departmental Specialization Highlight on Website		Publishing a section on the website that highlights the areas of specialization and expertise within each	

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					department. Success can be measured by the completion of this web section, the clarity and depth of information presented, and positive feedback from website visitors on the usefulness of the content.	
					Designing and implementing specialized training programs for students to enhance their competency in the identified areas of specialization. Success can be measured by the number of students participating, their performance in the training programs, and positive feedback on the relevance of the training to their academic and professional development.	
				Specialized Training Programs for Students		
				Student Competency Assessments		

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					Success can be assessed by the completion of assessments, improvement in student competency scores over time, and positive feedback from both students and faculty on the effectiveness of the competency training.	
Build mobility portfolio according to your capacity with each of your partners	Mobility portfolio is not displayed	Mobility portfolio will be prepared	Capacity Assessment Workshops	Yes	Conducting workshops to assess the capacity and resources available within St. Aloysius College and among its international partners. Success can be measured by the completion of the assessment, identification of strengths and limitations, and the alignment of mobility plans with available capacities.	Dr Santhosh Goveas
			Customized Mobility Program Development		Designing tailored mobility programs that align with the assessed capacities of both St. Aloysius College and its partner institutions.	

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				Implementation of Pilot Programs	Success can be measured by the completion of program designs, positive feedback from involved departments, and the realistic match between program goals and available resources	Launching pilot mobility programs to test their feasibility and effectiveness within identified capacity constraints. Success can be gauged by the successful execution of pilot programs, the identification of areas for improvement, and positive feedback from participants.	
			Regular Program Evaluation and Adjustment			Establishing a system for regular evaluation of mobility programs, allowing for adjustments based on ongoing capacity assessments. Success can be assessed by the frequency and depth of program evaluations,	

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					the identification and implementation of improvements, and positive feedback from participants regarding program relevance and quality.	
Spread news through social networks	No strong social networking system	Strengthening and restructuring Social networking system	Social Media Strategy Development	Yes	Formulating a comprehensive social media strategy for internationalization efforts, outlining goals, target audiences, and content plans. Success can be measured by the completion and approval of the strategy, the alignment with overall communication objectives, and the clarity of defined roles.	Dr Shreelalitha Suvarna
			Administrative Team Appointment for Social Media		Appointing a dedicated administrative team responsible for managing and executing the social media strategy. Success can be gauged by the establishment of the team, the regularity and quality of social media updates, and the	

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			Selection and Training of Brand Ambassadors		growth in online engagement.	Dr Asha Abraham
					Identifying and appointing brand ambassadors to represent and promote the internationalization project on social media. Success can be measured by the appointment of ambassadors, their engagement with the online community, and the positive impact on the project's visibility.	
Design reports of good practices, periodically exchanging joint experiences with partners	Good practices are recorded and shared with the partners	Reports of the good practices will be systematically identified and reported. They will be periodically shared with partners for mutual benefit	Formation of Reporting Team from Mass Media and Journalism Department	Yes	Establishing a specialized reporting team consisting of experts from the Mass Media and Journalism department. Success can be measured by the formation of the team, the diversity of expertise within the team, and their active engagement in reporting internationalization practices.	
					Creating a policy document that outlines	
			Development of a Policy Document for Reporting and Dissemination			

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					guidelines for reporting and dissemination of good practices. Success can be gauged by the completion and approval of the policy document, adherence to the outlined guidelines, and the integration of these guidelines into internationalization practices.	
					Establishing a routine for exchanging experiences and best practices with partner institutions. Success can be measured by the frequency and engagement in exchange sessions, the documentation of shared experiences, and the identification of opportunities for mutual improvement.	
			Periodic Exchange of Experiences with Partner Institutions			
			Publication of Periodic Reports on Good Practices			

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Identify the most suitable areas to share good practices with partners	Most suitable areas were not identified	Most suitable areas like Linguistic Inclusivity, Socio-economic Inclusivity, Promotion of Diverse culture and traditions	Needs Assessment Workshops with Partners	Yes	completion and publication of reports, positive feedback from stakeholders, and the application of lessons learned to enhance future internationalization initiatives.	Dr Lyned Lasrado
			Establishment of Joint Working Groups		Conducting needs assessment workshops with partner institutions to identify areas where sharing good practices would be most beneficial. Success can be measured by the completion of workshops, the identification of common challenges, and positive feedback on the relevance of the discussions.	
					Forming joint working groups with partner institutions to collaboratively identify and prioritize areas for sharing good practices. Success can be gauged by the formation of working groups, the	

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					diversity of expertise within these groups, and the development of joint agendas for sharing practices.	
			Surveys and Feedback Mechanisms		Implementing surveys and feedback mechanisms to gather input from partner institutions on areas where they seek or can contribute to good practices. Success can be assessed by the completion of surveys, the responsiveness of partner institutions, and the identification of mutually beneficial areas for collaboration.	
			Joint Workshops and Conferences		Organizing joint workshops or conferences with partner institutions to share and discuss good practices in identified areas. Success can be measured by the participation of partner institutions, the quality of discussions, and the subsequent implementation of shared practices.	

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Sharing good practices in the field of mobility of each partner HEI	Limited sharing	Mobility workshops and webinars will be regularly organised	Joint Mobility Workshops	Yes	Organizing workshops where representatives from each partner Higher Education Institution (HEI) share their mobility practices. Success can be measured by the completion of workshops, active participation, and positive feedback from attendees on the relevance and usefulness of shared practices.	
			Collaborative Webinars on Mobility Practices		Hosting collaborative webinars where experts from partner HEIs present and discuss their successful mobility practices. Success can be gauged by the number of webinars conducted, the diversity of topics covered, and the engagement of participants from different institutions.	
			Development of a Joint Best Practices Repository		Creating a centralized repository or platform where partner HEIs can contribute and access	

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					documented best practices in the field of mobility. Success can be assessed by the completion of the repository, the variety of shared practices, and the utilization of the repository by stakeholders.	
			Periodic Assessment and Improvement Sessions		Conducting regular assessments and improvement sessions to evaluate the effectiveness of shared mobility practices and identify opportunities for enhancement. Success can be measured by the frequency and depth of assessment sessions, the implementation of improvements, and positive feedback from participating institutions.	
			Conducting Stakeholder Feedback Sessions		Organizing feedback sessions with stakeholders, including students, faculty, staff, and administrators, to gather insights on the effectiveness of	
Feedback and self-assessment	No structured feedback was taken	Structured feedback will be taken phase-wise		Yes		Dr PP Sajimon

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					internationalization initiatives. Success can be measured by the participation levels, the diversity of feedback received, and the identification of areas for improvement.	
			Implementing Regular Self-Assessment Surveys		Administering periodic self-assessment surveys to evaluate the success of internationalization strategies and initiatives. Success can be gauged by the completion of surveys, the depth of responses, and trends indicating areas of strength and opportunities for enhancement.	
			Establishing Peer Review Mechanisms		Implementing a peer review system where different departments or units assess and provide feedback on each other's internationalization efforts. Success can be assessed by the completion of peer reviews, the quality of	

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			Hosting Reflective Workshops for Stakeholders		feedback provided, and the implementation of recommendations for improvement.	Dr Narayan Bhat
					Facilitating workshops where stakeholders engage in reflective discussions on internationalization experiences, sharing insights and suggestions. Success can be measured by the participation levels, the depth of reflections shared, and the identification of innovative ideas for advancing internationalization.	
Project sustainability	No integration of the sustainable goals in the institutional strategic plan	Integrate the above goals into the Institutional Strategic Plan	Development of a Sustainability Plan	Yes	Creating a comprehensive sustainability plan that outlines specific actions and measures to ensure the continued success of internationalization projects. Success can be measured by the completion and approval of the plan, the clarity of defined	

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				Integration of Internationalization into Institutional Policies		actions, and the alignment with long-term institutional goals.	
				Establishment of Continuous Monitoring Mechanisms		Embedding internationalization goals and strategies into the broader institutional policies to ensure ongoing support and commitment. Success can be gauged by the integration of internationalization into policy documents, the communication of these policies to stakeholders, and their alignment with overall institutional objectives.	
						Implementing continuous monitoring mechanisms to track the progress and impact of internationalization projects over time. Success can be assessed by the regularity and thoroughness of monitoring, the identification of	

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			Alumni Engagement for Long-Term Support		trends, and the use of monitoring data for informed decision-making.	
					Engaging alumni in internationalization efforts and creating a network for ongoing support and collaboration. Success can be measured by the involvement of alumni, the success stories and contributions from alumni involved in international initiatives, and the sustained interest and support from the alumni community.	
	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	Limited focus of CI on students learning	Clear guidelines and plan of action to Promote curriculum internationalization on student learning	Curriculum Mapping for Internationalization	Yes	Conducting a comprehensive review and mapping of the existing curriculum to identify opportunities for internationalization. Success can be measured by the completion of the mapping process, the	Dr Denis Fernandes

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					identification of areas for enhancement, and the alignment of changes with internationalization goals.	
					Actively integrating global perspectives, case studies, and diverse cultural content into existing courses. Success can be gauged by the number of courses with international content, positive feedback from students, and the perceived impact on students' global awareness.	
				Integration of Global Perspectives in Courses		
				Development of International Elective Courses		
					Creating specialized elective courses that focus specifically on international topics or require international experiences. Success can be assessed by the development and approval of new courses, enrollment numbers, and positive feedback on the relevance of these	

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Establishment of (unified common space) that contains guidelines, experiences and good practices on curricular internationalization based on the student-centered approach (learning).	No repository for the good practices of CI	A repository that contains guidelines, experiences and good practices on curricular internationalization based on the student-centered approach will be established	Creation of a Unified Common Space for Curricular Internationalization	Yes	courses to student learning.	
					Offering study abroad programs as part of the curriculum, providing students with opportunities for international experiences. Success can be measured by the number of students participating, the variety of destinations offered, and positive feedback on the impact of study abroad experiences on student learning.	Dr Ravindrasmawmy

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			Compilation of Reports on Good Practices in Curricular Internationalization		positive feedback on its usefulness. Collecting and documenting reports of good practices in curricular internationalization from different departments and programs. Success can be gauged by the number of collected reports, the diversity of practices showcased, and the dissemination of these reports through the unified common space.	
			Identification of Diverse Learning Methods		Identifying and documenting various methods of learning based on skills, knowledge, values, and attitudes, emphasizing a student-centered approach. Success can be assessed by the compilation of identified methods, their alignment with learning objectives, and positive feedback on the effectiveness of these methods.	

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			Documentation of Experiential, Participative, and Problem-Solving Methodologies		Documenting all programs that employ experiential learning, participative learning, and problem-solving methodologies. Success can be measured by the documentation of these programs, their integration into the curriculum, and positive feedback on the impact of these methodologies on student engagement and learning outcomes.	
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.	No systematic programmes	Workshop for Directive and Academic Bodies Training Sessions for Faculty Awareness Campaigns will be organised	Workshop for Directive and Academic Bodies: Organizing workshop or seminar to introduce the competence approach in internationalization. Inviting guest speakers or experts in the field to share success stories and best practices. Facilitating discussions on the benefits and challenges of implementing a competence-based approach. Training Sessions for Faculty:	Yes	Increased Participation in Workshops: Indicator: Percentage increase in participation in competence-based internationalization workshops among directive and academic bodies will be recorded	Dr Vaishali Rai
					Faculty Training Completion Rates:	

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Encourage collaborative work between teachers in the framework of subjects applying face-to-face, blended or virtual modalities, and using technologies	The current institutional plan prioritizes the encouragement of collaborative work among	institutional vision foresees a thriving collaborative community among teachers, achieved through optimized face-to-face,	Conducting training sessions for faculty members on designing competence-based curriculum. Providing resources and examples of internationalized curricula that focus on competencies. Encouraging faculty to align course objectives with international competencies.	Indicator: Percentage of faculty members who complete competence-based curriculum design training.	Dr Premalatha Shetty
			Collaborative Curriculum Design Workshops: Facilitating collaborative workshops where faculty members work together to redesign courses with a competence-based approach. Encourage interdisciplinary collaboration to create a more holistic curriculum		
			Internationalization Task Force: Establishing a task force dedicated to overseeing and promoting the internationalization process. Include representatives from directive and academic bodies, as well as students.		
			Collaborative Training Workshops: Conducting workshops focused on collaborative teaching methodologies, emphasizing the use of technologies. Training sessions on virtual collaboration tools.		
		Yes	Workshop Participation Rates: Indicator: Percentage increase in teacher participation in collaborative training workshops.		

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<i>teachers, emphasizing subjects through face-to-face, blended, and virtual modalities. Integration of cutting-edge technologies plays a crucial role in facilitating seamless communication and resource sharing among educators.</i>	blended, and virtual subject frameworks. Leveraging innovative technologies, we aim to establish a dynamic and interconnected teaching environment that enhances educational delivery, ultimately elevating the overall learning experience for students	Workshops on effective communication strategies in blended and virtual environments.				Dr Arjun Prakash	
		Subject Alignment Sessions: Facilitating sessions for teachers to align their subjects within a program or department. Mapping learning outcomes across subjects.					
		Identifying opportunities for interdisciplinary collaboration.					
		Technology Integration Sessions: Providing training sessions on integrating technology into subject delivery. Demonstrations of virtual labs or simulations. Workshops on using learning management systems effectively.					
<i>Promote spaces for learning a second language</i>	The current institutional plan places a strategic focus on promoting spaces for learning a second	Our institutional commitment to language education aims to yield a thriving multilingual community. By expanding and	International Language Internships: Facilitating language internships or immersion programs abroad. Establishing partnerships with companies or organizations in countries where the language is spoken.		Yes	Number of Students in International Language Internships: Indicator: Increase in the number of students participating in international language internships.	Dr Arjun Prakash
			Facilitate feedback-sharing sessions.				
			Peer Observation Reports: Indicator: Number of peer observation reports highlighting successful collaborative practices.				

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	language, incorporating diverse methodologies and resources to facilitate language acquisition. Language programs are designed to create immersive and engaging environments, fostering a comprehensive understanding of the target language.	refining language spaces, our goal is to cultivate not only proficiency but also cultural fluency, providing students with a holistic and enriched second language learning experience	Provide support for students participating in language internships. Language Learning Technology Platforms: Implementing technology platforms for language learning. Subscription to language learning apps or software. Virtual language labs for interactive learning.	Adoption of Language Learning Technology: Indicator: Percentage of students using language learning technology platforms.		
			Cultural and Language Events: Hosting cultural and language events to create immersive language learning experiences. Cultural festivals featuring language-related activities. Guest lectures and talks in different languages.	Attendance at Cultural and Language Events: Indicator: Attendance numbers at cultural and language events.		
			Language Learning Workshops: Organizing workshops focusing on the acquisition and development of a second language. Language immersion sessions. Pronunciation and communication skills workshops.	Workshop Participation Rates: Indicator: Percentage increase in student and faculty participation in language learning workshops.		
V Synergies with the territorial context						
Strengthening the interaction and cooperation with external stakeholders	The current institutional plan underscores the importance of strengthening interaction and	our institutional vision is to realize enhanced collaboration with external stakeholders, creating a robust	Establishing a Global Advisory Board	Yes	Joint Research Initiatives: Initiate at least two collaborative research projects with international partners, promoting knowledge exchange and	Dr Rachael Natash

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	cooperation with external stakeholders. Collaboration initiatives are in place to build strategic partnerships, leveraging shared expertise and resources for mutual benefits.	network of partnerships. Through proactive engagement and shared initiatives, we aim to foster a dynamic ecosystem that not only benefits the institution but also contributes to the broader community and industry.	Establishing International Partnerships		enhancing the institution's global research presence. Signed Memoranda of Understanding (MOUs): Executing MOUs with at least 5-6 reputable international educational institutions or organizations within the next year to foster academic collaborations and student exchanges.	
			Hosting International Conferences and Events		International Conference Participation: Hosting an annual international conference, attracting scholars, experts, and professionals from diverse regions to discuss relevant themes in education, fostering a platform for global knowledge sharing. Cultural Exchange Programs: Implementing cultural exchange programs, inviting international students and faculty to	

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			Development of Language and Cultural Competency Programs	Yes	participate in events, workshops, or short-term programs, promoting a diverse and inclusive learning environment.	Dr Roshan D Souza
					Language Proficiency Programs: Launching language courses or certification programs to enhance the linguistic skills of students and faculty, facilitating effective communication in a multicultural setting. Cultural Sensitivity Training: Implementing training sessions for staff and faculty to enhance cultural sensitivity, ensuring a welcoming atmosphere for international students and promoting a global mindset among the college community.	
Training in entrepreneurship for the creation of spin off	The current institutional plan prioritizes training in entrepreneurship, aiming to	our institutional goal is to witness a flourishing ecosystem of spin-offs resulting from comprehensive	Organizing Entrepreneurship Training Programs	Yes	Number of Participants: Enrolling a minimum of 100 students annually in entrepreneurship training programs,	

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	equip individuals with the skills needed for the creation of spin-offs. Programs focus on fostering innovation, business acumen, and strategic thinking to empower aspiring entrepreneurs within the institution.	entrepreneurship training. By providing targeted support, mentorship, and resources, we aim to catalyze the successful launch of innovative ventures, contributing to both the local economy and the institution's entrepreneurial legacy	Organising International Entrepreneurship Workshops and Seminars		fostering a culture of innovation and business acumen. Success Stories: Tracking and showcasing successful spin-off ventures initiated by students who have completed the entrepreneurship training, highlighting the practical impact of the program.	
					Participation in International Events: Sending faculty members and students to at least two international entrepreneurship conferences or seminars per year to gain exposure to global trends, best practices, and networking opportunities. Collaborative Workshops: Collaborating with international experts and institutions to organize workshops on global entrepreneurship	

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Establishing Incubation and Support Mechanisms				trends, ensuring participants gain insights into diverse business environments.	
				Number of Spin-Offs Incubated: Establishing an incubation center to support student-led start-ups, with a goal of incubating a minimum of five spin-off ventures within the next two years. External Funding Secured: Measure the success of the incubation program by tracking the amount of external funding secured by the spin-off ventures, demonstrating their viability and potential for growth.	
International Mentorship Program for Entrepreneurs				Number of International Mentors Engaged: Establishing a mentorship program connecting students with successful international entrepreneurs, aiming to engage at least ten	

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Organize events between the university, communities, companies and organizations for the transfer and exchange of knowledge	The current institutional plan focuses on organizing events that facilitate knowledge transfer and exchange between the university, communities, companies, and organizations. Collaborative initiatives aim to create a platform for meaningful interactions,	our institutional vision is to achieve heightened synergy through a series of impactful events. These gatherings will not only facilitate the seamless exchange of knowledge but also strengthen the bonds between academia, communities, businesses, and organizations, fostering a collaborative ecosystem that transcends	Organising International Knowledge Exchange Forums	Yes	mentors within the first year. Post-Program Success: Evaluating the success of the mentorship program by tracking the progress and achievements of the mentored entrepreneurs, including funding secured, market expansion, and sustained growth. Participation Metrics: Organizing at least two annual international forums, measured by the number of participants from diverse backgrounds, including students, faculty, industry representatives, and community members. Collaborative Initiatives: Tracking the number of collaborative projects initiated as a result of these forums, demonstrating successful partnerships between the	Dr Jeasu George
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fostering a dynamic knowledge-sharing environment	traditional boundaries	Organising Industry-Academia Networking Events	university, communities, companies, and organizations. Participation of Companies: Hosting quarterly networking events connecting students and faculty with industry professionals, measured by the number of participating companies and organizations. Internship and Job Placement Rates: Evaluating the success of these events by monitoring the increase in internship and job placement rates for students involved in the networking activities.	
			Community Outreach Programs	
			Community Engagement Metrics: Conducting regular knowledge exchange events in collaboration with local communities, measured by the level	

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				and participating organizations, fostering a global learning environment.		
Create meeting spaces for the opening of the university to society	The current institutional plan underscores the importance of creating meeting spaces for the university to open up to society. Initiatives are in place to establish accessible forums that encourage dialogue, collaboration, and the exchange of ideas between the academic community and the broader public	our institutional objective is to witness thriving meeting spaces that serve as vibrant hubs for the university's engagement with society. These spaces will foster inclusivity, promote interdisciplinary discussions, and contribute to a more interconnected and mutually beneficial relationship between the university and the broader community.	Establishing Community Forums	Yes	Regularly scheduled community forums or meetings where college representatives engage with local residents, businesses, and organizations to discuss the college's plans, seek input, and address concerns.	Dr Vaishali Rai
				Increased attendance and participation levels in these forums would be a positive indicator.		
			Collaborative Events with Local Stakeholders	Organizing joint events and projects with local community groups, businesses, and cultural organizations. For instance, hosting workshops, seminars, or cultural festivals in collaboration with external partners. Measuring the number of partnerships established and the success of joint initiatives would be indicative of effective		

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				Public Lecture Series		community engagement. Launching a series of public lectures on various topics featuring prominent speakers, including faculty members and industry experts. Tracking the attendance and diversity of the audience, as well as the feedback received, can serve as indicators of the university's success in creating accessible and engaging meeting spaces for the community.	
				Hosting Open Campus Days		Hosting regular open campus days where members of the community, including prospective students, can explore the facilities, attend sample lectures, and interact with faculty and staff. Increased attendance at these events and subsequent growth in the number	

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Promote the participation of civil society organizations in research projects	The current institutional plan actively promotes the participation of civil society organizations in research projects. Strategies include outreach, collaboration frameworks, and incentives to ensure meaningful engagement and diverse perspectives in academic research	our institutional goal is to witness a robust integration of civil society organizations in research endeavors. Enhanced partnerships, shared resources, and increased community involvement will signify the successful realization of a collaborative research ecosystem that addresses real-world challenges and societal needs	Collaborative Research Workshops	Yes	of community members expressing interest in university programs would be positive indicators.	Dr Hemachandra
			Research Grant Opportunities for Civil Society		Conducting workshops that bring together college researchers and representatives from civil society organizations to identify common research interests and potential collaboration areas. An indicator of success would be the number of joint research proposals generated during or as a result of these workshops.	Establishing a dedicated fund or grant program to financially support research initiatives proposed by civil society organizations. Monitoring the number of applications received, the diversity of participating organizations, and the successful

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						implementation of funded projects can serve as indicators of the program's effectiveness.	
						Organizing symposia or conferences where both college researchers and civil society representatives can present and discuss their research findings. The attendance levels, quality of presentations, and the subsequent formation of collaborative partnerships can be indicators of the success of these events.	
				Organising Joint Research Symposia			
				St. Aloysius College aspires to establish Research Advisory Panels. These panels will serve as vital conduits, fostering dialogue and partnerships between academic experts and representatives from civil society organizations.			
						Creating advisory panels composed of both college faculty and civil society leaders to guide and provide input on research projects. The establishment and effectiveness of these panels, as measured by their impact on research direction and	

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Training for the university community in the "dialogue of knowledge" with the community	The current institutional plan prioritizes training for the university community in the 'dialogue of knowledge' with the community. Workshops and programs are in place to enhance communication skills, cultural sensitivity, and mutual understanding, fostering meaningful engagements	our institutional vision is to witness a skilled and culturally attuned university community adept at the 'dialogue of knowledge.' The achieved synergy will bridge academic expertise with community perspectives, creating a dynamic exchange that enriches both the institution and the broader community	Community Engagement Workshops	Yes	outcomes, would be an indicator of the university's commitment to involving civil society in the research process.	Dr Hariprasad Shetty
			Knowledge Exchange Forums		Conducting regular workshops for university faculty, staff, and students on effective communication and community engagement strategies. Tracking the participation levels and measuring the subsequent increase in collaborative initiatives between the university and the community would be an indicator of success.	
					Hosting forums where university members and community representatives can share insights, expertise, and research findings. The number of collaborative projects initiated as a result of these forums and the diversity of	

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				participants involved could serve as indicators of successful knowledge exchange.	
				Implementing internship and experiential learning opportunities for students within community organizations. Monitoring the number of students participating, the quality of their experiences, and the impact of their contributions on community partners can be indicators of the success of these programs.	
			Internship and Experiential Learning Programs		
			Multilingual Communication Training		
				Providing language and cultural training to the university community to enhance communication with diverse audiences. Assessing the effectiveness of these programs through improved communication skills, increased engagement	

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Support the generation of patents and intellectual property	The current institutional plan places a strong emphasis on supporting the generation of patents and intellectual property. Initiatives include research incentives, legal support, and collaborative partnerships to encourage innovation and protect the intellectual assets of the university community	our institutional ambition is to celebrate a notable increase in patents and intellectual property generated. Through strategic support mechanisms, innovative breakthroughs, and a dynamic ecosystem, we aim to foster a culture of creativity and contribute valuable intellectual assets to various fields	Organising Intellectual Property Workshops and Seminars	Yes	with multilingual communities, and successful knowledge-sharing outcomes can serve as indicators.	Dr Sana Sheik
			Establishing a Technology Transfer Office		Organizing workshops and seminars to educate faculty, researchers, and students about the process of patenting and protecting intellectual property. An indicator of success would be an increase in the number of patent applications submitted by the university community following these educational events.	
					Creating a dedicated office to facilitate the transfer of technology and intellectual property from the university to industry partners. The number of successful technology transfer agreements, collaborations with industry, and revenue generated from	

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				intellectual property licensing could serve as indicators of the office's effectiveness.	
				Implementing incentive programs that encourage and reward researchers for generating patents and intellectual property. Tracking the number of patent applications, granted patents, and the commercialization of intellectual property resulting from these incentives can be indicators of the program's success.	
			Research Incentive Programs		
			Collaborative Innovation Projects with Industry		

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VI Visibility						
					success of these collaborative efforts.	
Increase the international visibility of HEI research results	The current institutional plan is dedicated to increasing the international visibility of Higher Education Institution (HEI) research results. Strategies include forging global partnerships, participating in international conferences, and utilizing digital platforms to showcase the institution's research output on a global scale	Our institutional goal is to have significantly elevated the international visibility of HEI research results. Through sustained collaboration, strategic marketing, and impactful dissemination, we aim to position our institution as a global hub for cutting-edge research, fostering collaboration and recognition on an international stage	Social Media and Online Presence	Yes	Developing a robust online presence through social media, blogs, and the College's website to share research highlights and findings. Tracking metrics such as online engagement, followership growth, and the reach of shared content can be indicators of increased international visibility.	Dr Shilpa
			Open Access Publications and Online Repositories		Encouraging faculty to publish research in open-access journals and repositories, making findings easily accessible globally. Monitoring the number of publications in international platforms and the citation impact of these publications can serve as indicators of enhanced visibility.	
			Collaborative Research Partnerships		Establishing strategic partnerships with international universities and	

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				International Research Conferences and Symposia	Yes	research institutions. The number of signed agreements, joint publications, and collaborative research projects with global partners would be indicative of the success in expanding international visibility.	Dr Jyothi Miranda
						Hosting and participating in international conferences and symposia to showcase the college's research output. Tracking the number of papers presented, collaborations initiated, and invitations to international events received can be indicators of increased visibility.	
Invite partner universities to participate in open calls for scientific publications and / or artistic and cultural productivity	The current institutional plan actively invites partner universities to participate in open calls for scientific	Our institutional vision is to witness expanded participation from partner universities in open calls for scientific publications and	International Collaborative Publications			Facilitating joint research projects with partner universities and submitting collaborative research papers to open calls for scientific publications. An increase in the	

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publications and artistic/cultural productivity. This initiative aims to foster academic collaboration, diversify perspectives, and promote the exchange of knowledge and creative endeavors	artistic/cultural productivity. The achieved synergy will contribute to a rich tapestry of global perspectives, enhancing the academic and creative output of our collaborative network		number of co-authored publications and the acceptance rate of submissions to reputable international journals can serve as indicators of successful collaboration.	Creating exchange programs for artists, performers, and cultural scholars between St. Aloysius College and partner universities. Tracking the number of collaborative artistic productions, exhibitions, or cultural events, as well as the diversity of participating artists, can be indicators of successful cross-cultural initiatives.
		Artistic and Cultural Exchange Programs		
		Hosting International Research Symposia		
				Organizing international symposia that invite scholars from partner universities to present their research and artistic work. The number of participating

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Encourage publications with co-authors from partner universities		The current institutional plan emphasizes the encouragement of publications with co-authors	Our institutional objective is to celebrate a significant increase in publications with co-authors from partner	Establishing Joint Artistic and Scientific Committees	Yes	institutions, the diversity of research topics, and the positive feedback from attendees can serve as indicators of the success of these symposia.	Dr Sahana
						Creating committees with representatives from both St. Aloysius College and partner universities to evaluate and endorse artistic and scientific projects. The number of joint projects initiated, the level of collaboration in project development, and the impact of endorsed projects can be indicators of successful committee activities.	
				Collaborative Research Workshops		Conducting workshops that bring together faculty members from St. Aloysius College and partner universities to identify common research	

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				Joint Authorship Policies	Yes	publications resulting from these projects and the impact factor of the journals in which they are published can serve as indicators of successful international	
						Developing and implementing policies that encourage and recognize joint authorship with researchers from partner universities. Monitoring the adherence to these policies, the frequency of co-authored publications, and the positive reception of such collaborative efforts within the academic community can be indicators of the success of these policies.	
Encourage publications in international co-authorship	The current institutional plan actively encourages publications in international co-authorship.	Our institutional vision is to see a substantial increase in publications featuring international co-authorship. The	Recognition and Awards for International Collaboration			Creating recognition programs and awards specifically for researchers engaged in international co-authorship. The number of	MS Divya Deepthi

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Strategies involve fostering global research networks, supporting cross-border collaborations, and providing resources to facilitate the production of high-impact, internationally co-authored publications	achieved success will not only reflect a globalized research landscape but also enhance the institution's reputation and impact on the international academic stage	Funding for International Collaborative Research	nominations, awards given, and the subsequent impact on the visibility of collaborative efforts can serve as indicators of the success of these recognition initiatives.	Providing financial support for research projects that involve international co-authorship. Monitoring the number of funded projects, the successful publication of research outcomes, and the impact of these publications can serve as indicators of the success of financial support programs
		Establishing Joint Research Networks		
			Forming research networks that connect St. Aloysius College researchers with counterparts from partner universities. Tracking the number of established networks, the frequency of collaborative research projects, and the diversity of	

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					participating institutions can be indicators of successful network building.	
					Hosting seminars focused on promoting international collaboration in research and publications. Success could be measured by an increase in the number of attendees, particularly those from partner universities, and subsequent growth in collaborative research initiatives.	
VII Sustainability						
Identify aspects of the work plan that will continue beyond the 3-year Plan	The current institutional plan includes a strategic focus on identifying aspects of the work plan that will continue beyond the 3-year period. This involves conducting thorough evaluations,	our institutional foresight envisions a successful continuation of key initiatives identified in the previous work plan. Through strategic planning and adaptability, we aim to establish a framework for sustained success, ensuring that impactful projects	Institutionalizing International Collaborative Platforms	Yes	Establishing permanent structures, such as international committees or offices, dedicated to fostering and maintaining global collaborations. The ongoing existence and effectiveness of these structures beyond the initial 3-year plan would be a positive indicator of institutionalization.	Dr Harshith

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recognizing sustainable initiatives, and ensuring a seamless transition for ongoing projects	seamlessly endure and evolve beyond the initial 3-year plan	Long-Term Partnership Agreements			Forming comprehensive and long-term partnership agreements with international institutions. The successful renewal or extension of these agreements beyond the initial 3-year period would indicate the sustainability of international collaborations.		
		Integration of Sustainable Practices in Curriculum					Infusing sustainability and global perspectives into the curriculum. Integration of sustainable content into courses and programs that persists beyond the initial 3-year plan would be an indicator of the lasting impact on the education system.
		Continuous Professional Development on Internationalization					Implementing ongoing training and development programs for faculty and staff to stay abreast of internationalization trends. The continued participation and

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					enthusiasm for such programs, even beyond the initial 3-year plan, would be indicative of sustained commitment to internationalization.	Dr Raghavendra
Plan the human and financial resources, to support these aspects and activities	The current institutional plan prioritizes meticulous planning of human and financial resources to support various aspects and activities. This includes strategic allocation, budgeting, and capacity-building efforts to ensure effective implementation and sustainability	Our institutional success will be evident in the optimized utilization of human and financial resources. Achieving the envisioned goals involves efficient planning, continuous evaluation, and adaptive resource allocation strategies that enable sustained support for diverse aspects and activities within the institution	Establishing a Global Affairs Office	Yes	Allocating dedicated human resources and budget to establish and sustain a Global Affairs Office responsible for overseeing international collaborations, managing partnerships, and ensuring the ongoing integration of global perspectives across the institution.	
			Endowment Fund for Internationalization		Creating an endowment fund specifically earmarked for internationalization efforts. The growth and stability of this fund over time can be an indicator of the institution's commitment to securing long-term financial resources for	

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Faculty Training Programs	Integration of Global Perspectives in Strategic Planning	sustained internationalization initiatives. Implementing faculty training programs focused on internationalization, including pedagogical approaches, cultural competencies, and sustainable practices. The consistent participation and positive feedback from faculty members in these programs indicate a commitment to ongoing professional development in internationalization.	Embedding internationalization goals and initiatives within the overall strategic planning framework of the college. Regularly reviewing and updating strategic plans to ensure that international collaborative platforms, partnership

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					agreements, curriculum integration, and professional development are integral components of the institution's long-term vision.	
Identify future actions to improve and extend project results	The current institutional plan includes a strategic focus on identifying future actions to improve and extend project results. This involves ongoing monitoring, evaluation feedback, and a commitment to continuous improvement in project outcomes	Our institutional achievements will reflect a proactive approach to project enhancement and extension. By implementing identified actions, we aim to refine existing projects, optimize outcomes, and ensure sustained impact, demonstrating our commitment to ongoing excellence	Periodic Review and Evaluation	Yes	Establishing a system for periodic review and evaluation of internationalization initiatives. This can include regular assessments of collaborative platforms, partnership agreements, curriculum integration, and professional development programs to identify areas for improvement and extension.	Dr Ashok Chakka
			Alumni Engagement in Internationalization		Engaging alumni who have experienced internationalization efforts during their studies. Establishing a network of alumni involved in global initiatives and measuring their continued contributions or	

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			Research on Emerging Trends		support for internationalization can be an indicator of the sustained impact of the college's efforts.	
			Dynamic Funding Model		Allocating resources for ongoing research into emerging trends and best practices in internationalization. The integration of findings from this research into future planning and strategies demonstrates a commitment to adapting and improving internationalization efforts.	
					Developing a dynamic funding model that can adapt to changing needs and seize new opportunities. The ability to secure additional funding, whether through grants, partnerships, or other financial mechanisms, indicates the flexibility and sustainability of the financial resources	

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Plan the human and financial resources to support these aspects and activities	The current institutional plan places a strong emphasis on planning human and financial resources to support various aspects and activities. This includes strategic workforce planning, budget allocation, and resource optimization to ensure effective implementation	our institutional achievements will be marked by the successful execution of resource planning strategies. Through efficient allocation and continuous evaluation, we aim to have a well-supported framework, ensuring sustained success and growth in the diverse aspects and activities within the institution.	Establishing a Continuous Improvement Committee	Yes	allocated to internationalization. Forming a committee dedicated to the periodic review and evaluation of internationalization initiatives. The number of implemented recommendations, improvements identified through evaluations, and the impact on ongoing projects can serve as indicators of the effectiveness of the continuous improvement process.	Dr Daniella Chyne

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			Internationalization Research Scholarships		Allocating funds for research scholarships focused on internationalization trends. The number of research projects initiated, the relevance of findings to ongoing initiatives, and the integration of research outcomes into the college's internationalization strategy can serve as indicators.	
				Flexible Funding Allocation Model	Establishing a funding model that allows for flexibility in resource allocation based on emerging trends and strategic priorities. The ability to quickly reallocate funds in response to new opportunities or challenges, as well as sustained financial support for internationalization efforts, can be indicators of a dynamic funding model.	
VIII Financial Management						

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Structure of the department managing the international projects/activities management	The current institutional plan outlines a structured approach to managing international projects and activities within the department. This includes designated roles, clear responsibilities, and streamlined communication channels to enhance the efficiency of global initiatives.	our institutional vision is to have a highly optimized structure for the department managing international projects. Through ongoing refinement, strategic alignments, and capacity-building efforts, we aim to foster a dynamic and responsive framework that ensures the successful execution of global initiatives and projects.	Establishing a Dedicated International Projects Office		Yes	Creating a distinct department or office responsible for managing international projects and activities. The effectiveness of this structure can be measured by its ability to streamline project management, ensure compliance with financial regulations, and enhance overall coordination.	
			Robust Financial Reporting Systems				
			Capacity Building for Financial Management				

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Information flow between the international projects/activities management department and financial services	The current institutional plan prioritizes a seamless information flow between the international projects/activities	our institutional achievements will showcase an enhanced and efficient information flow between the international projects	Establishing Key Performance Indicators for Financial Success	management skills. Monitoring the professional development of staff, reduced instances of financial discrepancies, and improved financial planning can serve as indicators of enhanced capacity.	Defining and regularly assessing key performance indicators related to financial management in international projects. Examples include adherence to project budgets, successful grant applications, and increased revenue generation from international activities, serving as benchmarks for financial success.	Ms Preema Pais
			Implementing Integrated Financial Software			
			Yes	Adopting integrated financial management software that allows seamless communication and information flow between the international projects/activities		

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	es management department and financial services. This involves establishing clear communication protocols, regular updates, and collaboration to ensure financial alignment with project goals	department and financial services. Improved coordination, automated systems, and strengthened collaboration will contribute to transparent financial management, supporting the successful execution of international initiatives	Regular Cross-Departmental Training Sessions		management department and financial services. An indicator of success would be the reduction in errors, improved efficiency, and real-time access to financial data for decision-making.	
			Establishing Standard Operating Procedures (SOPs)		Organizing regular training sessions that bring together staff from the international projects department and financial services to enhance mutual understanding and collaboration. An indicator of success would be improved communication, reduced misunderstandings, and increased efficiency in financial processes.	
			Developing clear and standardized procedures outlining the information flow between the international projects department and			

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			Joint Strategic Planning Sessions	financial services. Successful implementation would be evidenced by adherence to SOPs, minimized delays in financial transactions, and improved accuracy in financial reporting.		
						Conducting joint strategic planning sessions involving both the international projects department and financial services to align financial goals with internationalization objectives. The successful execution of joint plans, financial stability in international projects, and increased alignment between financial and project objectives can serve as indicators of success.
Coexistence of national legislation in force and funding programmes financial rules (E.g., Erasmus+)	The current institutional plan addresses the coexistence of national legislation and	our institutional achievements will showcase a refined coexistence between national legislation and	Regulatory Compliance Workshops	Yes	Conducting regular workshops to educate staff in the international projects department and financial services on	Ms Preema Tauro

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	financial rules of funding programs, such as Erasmus+. This involves regular compliance assessments, legal reviews, and strategic alignment to ensure harmony between national regulations and program requirements	financial rules of funding programs. Through ongoing adaptation, legal compliance frameworks, and collaborative efforts, we aim to seamlessly navigate the intersection, ensuring optimal utilization of funding opportunities while adhering to national regulatory standards	Establishing a Compliance Monitoring System		national legislation related to international projects and funding programs such as Erasmus+. An indicator of success would be improved knowledge among staff regarding compliance with relevant regulations.	
			Continuous Training on Funding Program Rules		Implementing a system to monitor and ensure compliance with both national legislation and the financial rules of funding programs. The successful implementation of the system would be reflected in fewer instances of non-compliance, avoiding penalties, and ensuring eligibility for funding	
					Providing ongoing training sessions specifically focused on the financial rules of funding programs like Erasmus+. Monitoring the participation levels and assessing the application of knowledge in project	



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					financial management can serve as indicators of the effectiveness of this activity.	
					Establishing a dedicated support unit that provides legal and financial advice on navigating the coexistence of national legislation and funding program rules. The number of successfully resolved legal and financial issues, improved financial planning, and reduced instances of non-compliance can be indicators of the support unit's effectiveness. These activities and indicators emphasize the importance of understanding and navigating the coexistence of national legislation and funding program rules for sustainable financial management in internationalization	
			Dedicated Legal and Financial Advisory Support			

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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)	The current institutional plan emphasizes the implementation of tools and instruments, such as software and cost control centers, for efficient audit management. This involves digital systems to organize budgets, invoices, and transfer receipts, ensuring transparency and accountability in	our institutional achievements will reflect an advanced audit management system. Leveraging cutting-edge tools, we aim to achieve a seamless and effective audit process, with streamlined digital archives, improved budget tracking, and enhanced organizational efficiency for financial documentation within the institution			efforts at St. Aloysius College.	
			Implementation of Integrated Financial Software	Yes	Adopting and implementing advanced financial management software that allows efficient organization and archival of budgets, invoices, and transfer receipts in a digital system. An indicator of success would be the reduction in manual errors, streamlined audit processes, and improved accessibility to financial documents.	
		Digital Archive and Documentation System			Developing a comprehensive digital archive and documentation system for financial records, ensuring that all relevant documents are stored and organized digitally. The	

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financial processes					success of this activity can be measured by the ease of retrieval during audits, reduced paperwork, and improved document security.	
					Establishing cost control centers within the financial management system to track expenditures in real-time. The success of this activity can be indicated by accurate budget tracking, timely identification of financial discrepancies, and proactive measures to address budgetary issues.	
		Cost Control Centers and Budget Tracking				
		Training on Financial Tools and Procedures			Providing training sessions for staff involved in financial management on the effective use of financial tools and procedures. Improved user proficiency, adherence to standardized procedures, and positive feedback on	

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					the usability of financial tools can serve as indicators of successful training.	Ms Rochelle Tauro
Actors involved in the financial management	The current institutional plan outlines the roles and responsibilities of actors involved in financial management. This includes clear delineation of duties, ongoing training, and collaborative efforts to ensure effective coordination among financial stakeholder	our institutional vision is to showcase an evolved financial management structure. Achievements will include enhanced collaboration, optimized roles, and advanced training programs for financial actors, resulting in a well-coordinated and efficient financial management ecosystem within the institution	Cross-Departmental Training Programs	Yes	Initiating cross-departmental training programs involving staff from the international projects department, finance department, and relevant administrative units. The successful completion and positive feedback from participants can be an indicator of enhanced collaboration and understanding of financial management processes.	
			Establishment of Financial Oversight Committees		Forming committees that include representatives from various departments involved in international projects to provide oversight on financial matters. The successful implementation of recommendations and the effectiveness of financial decision-	

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			Regular Communication Channels		making can serve as indicators of improved financial management.	
					Establishing regular communication channels, such as forums or meetings, between financial managers, project coordinators, and administrative personnel. Increased frequency and effectiveness of communication, as well as a reduction in misunderstandings, can be indicators of improved financial management coordination.	
			Performance Evaluation Metrics		Introducing performance evaluation metrics that consider collaboration and efficiency in financial management. Improved performance ratings, increased alignment of financial goals across departments, and positive feedback from actors involved in	

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					financial management can serve as indicators of success.	Dr Melissa Goveas
External Fundings	The current institutional plan involves strategic approaches to secure external fundings. This includes diversifying funding sources, building partnerships, and aligning proposals with the institution's mission to enhance financial sustainability	our institutional achievements will highlight successful attainment of external fundings through an expanded network of partnerships and innovative project proposals. The result will be increased financial resilience and support for the institution's strategic initiatives and goals	Diversification of Funding Sources	Yes	Actively seeking and securing funding from a variety of external sources beyond traditional channels. The increase in the number of successfully secured grants, partnerships with external organizations, and diversified funding streams can be indicators of success.	
			Grant Writing Workshops and Training		Conducting workshops and training sessions to enhance the skills of faculty and staff in writing successful grant proposals. The number of successful grant applications, the amount of external funding secured, and the feedback from funding organizations can be indicators of the effectiveness of this activity.	
			Establishing Strategic Partnerships with Funding Agencies		Developing long-term partnerships with external funding	

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					agencies, including government bodies, foundations, and private organizations. The number of strategic partnerships formed, the sustained support received from these agencies, and the successful execution of joint projects can be indicators of success.	
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Principal

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