

Internationalisation Strategy of Pavol Jozef Šafárik University in Košice for the 2023 – 2027 period

The Internationalisation Strategy of Pavol Jozef Šafárik University in Košice for the 2023-2027 period specifies the intents and goals in the field of international relations, which are defined in the Long-Term Strategy of Pavol Jozef Šafárik University in Košice for the years 2020 to 2025, responds to the Internationalisation Strategy of the Slovak Republic until 2030 and expands the goals of UPJŠ specified in the Human Resources Strategy for Researchers at UPJŠ.

The internationalisation of Pavol Jozef Šafárik University in Košice represents a system of processes, activities and relations leading to the opening of the university, aimed at the creation of an international university environment and at the continuous support of conditions for the development of international activities and initiatives.

The starting points of the Internationalisation Strategy of Pavol Jozef Šafárik University in Košice

The Internationalisation Strategy of Pavol Jozef Šafárik University in Košice for the 2023-2027 period:

respects the policies of the European Union and the principles of the Bologna Process

perceives the current international and national economic, social and political events

reacts to the trends set by multinational organizations, especially EUA

is implemented in accordance with the Higher Education Internationalization Strategy 2030

promotes the ideas of the Aurora alliance, of which UPJŠ is an associate member

fulfills the action plan of the Human Resources Strategy for Researchers at UPJŠ

helps the development of quality in terms of the internal education quality system through the implementation and monitoring of ESG standards

follows the priorities of the EU programs

The strategic intent and strategic goals of internationalization of Pavol Jozef Šafárik University in Košice

The Internationalisation Strategy of Pavol Jozef Šafárik University in Košice for the 2023-2027 period follows a strategic intent, which is divided into six strategic goals and proposes specific tools and measures leading to their fulfilment.

Strategic intent:

To establish UPJŠ as a respected international educational and research institution, to evaluate the potential of international relations and cooperation of UPJŠ to increase the international prestige of the university, to ensure an appropriate, friendly and tolerant environment at UPJŠ, to support the cooperation of the university, its components, teams and experts in the establishment of relations and join international networks and alliances, and to use the international environment for institutional learning.

Strategic goals:



Strategic goal nr. 1:**Intensification of the internationalisation of UPJŠ in the field of education**

UPJŠ is a respected higher education institution at all three levels of education in the fields of medicine, natural sciences, law, social sciences and humanities, and it is aware of the necessity of ensuring the quality of the educational process also through opening up the teaching process to new trends and the outside world in the form of internationalisation across borders, internationalisation at home and internationalisation online. This will be achieved mainly through the following tools:

- Supporting the international mobilities of UPJŠ students for studies and traineeships,
- Supporting the international mobilities of teachers, researchers and administrative staff of UPJŠ,
- Supporting the mobilities of foreign students and teachers at UPJŠ as part of mobility programs, support schemes and projects,
- Supporting the automatic recognition of educational results obtained in the framework of an international mobility,
- Supplementing study programs with a so-called „mobility window“,
- Supporting study programs taught at UPJŠ in a foreign language,
- Supporting the implementation of joint study programs with universities from abroad at all levels of study,
- Reviewing the possibilities of international accreditation of the study programs available in foreign languages and initiating this step,
- Intensification of the involvement of foreign teachers and experts participating in teaching within the study programs at UPJŠ,
- Preparation and support of UPJŠ teachers for teaching in foreign languages,
- Supporting the recruitment of applicants from abroad to study programs in Slovak and in a foreign language,
- Rationalisation and modernisation of the administration of admission for foreign students,
- Creating a catalogue of microcredential courses in a foreign language aimed at expanding the competences of students and teachers and introducing a support system for their creation,
- Focusing the internationalisation of UPJŠ in the field of education on the compliance with the standards of the internal quality system and on the fulfilment of their indicators.

Strategic goal nr. 2:**Support and intensification of the international cooperation of UPJŠ in the field of science and research**

UPJŠ is a research university that considers internationalisation in the field of science and research to be a key prerequisite for the development of this area in the individual study fields and at the workplaces of UPJŠ and strives for intensive and beneficial cooperation with foreign institutions. UPJŠ focuses on joining project initiatives within the framework of foreign grant schemes and on the international establishment of its experts and research teams. UPJŠ received the HR Excellence in Research award, and it has the ambition to keep this award and continuously fulfil the principles of the European Charter of Researchers and the Code of Conduct for the Recruitment of Researchers.

This will be achieved mainly through the following tools:

- Support for UPJŠ researchers and research teams in participating in international projects and consortia,
- Support for researchers in participating in international scientific events, conferences, and webinars and in organizing them at UPJŠ,
- Continuously ensure an effective and modern human resources management with an emphasis on the researchers,
- Support for activities that are aimed at maintaining the "HR Excellence in Research Award",
- Support of UPJŠ's international cooperation with universities, businesses, and bodies of public administration with a focus on the development of science and research at UPJŠ,
- Support for activities that are aimed at the internationalisation of doctoral studies,
- Support for attracting research talents from abroad,
- Support for postdoctoral positions for applicants from abroad,
- Ensuring compliance with the principles of the international policy of Open Science,
- Mapping the scientific infrastructure and sharing it with partners from abroad,
- Support of UPJŠ's international activities in the field of technology transfer,
- Supporting academic freedom and free scientific work and research,
- Promotion of the results of science and research in international environment.

**Strategic goal nr. 3:
Increase the international prestige of UPJŠ**

The university continuously aims to establish and maintain its good name in the international environment by formulating professional statements, participating in the development of policies at international level, as well as by promoting and presenting itself at international forums, and by raising awareness about the university abroad.

This will be achieved mainly through the following tools:

- Active involvement in the events of the European Higher Education Area and in the higher education policy,
- Providing and presenting the views of the university and its experts on European and world trends in the field of higher education, research, science and social issues,
- Involvement in international initiatives supporting the cooperation of universities in the field of education, research, science, innovation and exchange of best practices,
- Continuous monitoring of the evaluations of international ranking agencies and the placement of UPJŠ in the rankings connected with the analysis of UPJŠ's strengths and weaknesses,
- Establishing and maintaining relations with the representative bodies of other countries,
- Systematisation of the presentation of UPJŠ at fairs and recruitment events abroad, participation in international events and annual conferences (especially EAIE, NAFSA and APAIE),
- Participation in education fairs and exhibitions aimed at recruiting students and promoting study opportunities for foreign students at UPJŠ,
- Constant search for new opportunities for the international recruitment of applicants,
- Supporting the presentation of the university for foreign partners, applicants, and other stakeholders abroad on social networks and on online platforms,

- Support of activities connected with an international audit aimed at the level of internationalisation at UPJŠ,
- Support for an international evaluation of UPJŠ,
- Promotion of the results of the individual areas and fields and policies of UPJŠ in an international environment,
- Promotion of the results and benefits of the international activities within UPJŠ,
- Building an international alumni community, creating alumni groups abroad and managing the international student ambassador program.

**Strategic goal nr. 4:
Support of an intercultural, tolerant and inclusive environment at
UPJŠ**

UPJŠ strives to ensure a systematic and professional approach to the integration of foreign students, doctoral students, teachers and researchers, and to ensure their career development.

This will be achieved mainly through the following tools:

- Systematic support of tools for creating an intercultural environment at UPJŠ for work and study,
- Ensuring the same services at the university for Slovak and foreign students,
- Improving the bilingual environment at UPJŠ,
- Preparation and support of staff members providing services or working in administrative areas for administration in English,
- Preparation and support of students and employees of UPJŠ in the field of intercultural communication,
- Continuously ensure the translation of the relevant internal regulations and information into English,
- Ensure the compliance between UPJŠ infrastructure development and aspects of internationalisation,
- Supporting the harmonisation of the content of the central and faculty websites in English, as well as managing and expanding the English version of the pages for the graduates,
- Organising activities aimed at the cultural and social enjoyment of foreign students and at getting to know the culture of the region and the Slovak Republic,
- Using and expanding the services of the One.Point single point of contact at UPJŠ for the organisational and administrative support of the stay of students, teachers, and experts from abroad,
- Cooperation with local and regional stakeholders in creating a pleasant environment for students, teachers, researchers, and guests from abroad,
- Placing special emphasis on the recruitment of foreign students with fewer opportunities,
- Promoting diversity and inclusion,
- Introduction of a policy of zero tolerance towards the manifestations of racism, anti-Semitism, right-wing extremism, and intolerance.

**Strategic goal nr. 5:
Support for cooperation in international networks and alliances**

UPJŠ is in the European University Association (EUA) at the university level, it is a signatory of the Magna Charta Universitatum, it is also a member of several networks in Slovak organizations that implement international activities, and it is a signatory of the international Race to Zero campaign. The university's intention is to support institutional and individual memberships at its faculties and workplaces if they contribute to the visibility of UPJŠ and lead to the qualitative development of international cooperation in the individual study fields. In addition to its memberships in international organizations and associations, UPJŠ maintains its memberships and cooperations in international alliances, consortia, and networks. Since 2020, UPJŠ has been part of the Aurora Alliance as an associate partner. UPJŠ fulfils the goals of the alliance and cooperates with the partner universities. UPJŠ is interested in joining the Euraxess network and in becoming a contact point within it.

The following tools will be used to strengthen the partnerships and the internationalisation of UPJŠ:

- Supporting the involvement, and maintaining, managing, and initiating the participation of UPJŠ and its experts in international organisations, advisory bodies, professional associations, and networks,
- Monitoring and promotion of opportunities for the development of skills of students and employees of UPJŠ within the Aurora alliance,
- Continuous cooperation with the partner universities of the Aurora Alliance in the field of education, research, and development at the local, national, European and global level,
- Joint research and educational projects with partners of alliances and consortia,
- Developing a policy for the creation of an Euraxess contact point at UPJŠ,
- Implementing tasks associated with the Euraxess contact point at UPJŠ,
- Promotion of the Euraxess contact point at UPJŠ in an international environment.

**Strategic goal nr. 6:
Using the international environment for institutional learning**

UPJŠ uses its international partnerships and collaborations to create joint know-how, to engage in joint dialogue, to exchange worldviews, and to share competences, procedures, and experiences in various areas of university life. UPJŠ is ready and open to its international partners for mutual institutional learning.

The stated goal will be achieved mainly through the following tools:

- Further education of UPJŠ employees in global topics,
- Searching for good practices in various fields and university agendas at universities abroad and foreign partner institutions,
- Monitoring and searching for the possibility of connecting the basic tasks of the university with the SDG goals,
- Sharing experience in the field of management and processes with universities from abroad,
- Sharing experience in technology transfer,

- Exchange of information and participation in international trainings, workshops, meetings of working groups of partners,
- Organization of international workshops and trainings at UPJŠ on relevant global topics and issues in the field of higher education, or research with the participation of foreign experts and lecturers.

Monitoring the internationalisation processes and results within UPJŠ

The development of activities leading to internationalisation is monitored annually at UPJŠ through the so-called UPJŠ's internationalisation indicators, which were introduced at the university in 2016. UPJŠ will expand the content and nature of the indicators aimed at measuring the quality and intensity of UPJŠ's internationalisation processes.

The management of UPJŠ will regularly monitor and evaluate the extended internationalisation indicators, the fulfilment of the strategic goals of this strategy and the degree of use of the tools aimed at the internationalisation processes of UPJŠ.

The management of UPJŠ will expand the assessment of UPJŠ's internationalisation with a SWOT analysis with an emphasis on the dynamics of the university's strengths and weaknesses.

Implementation of the UPJŠ internationalisation strategy

The implementation of UPJŠ's internationalisation strategy is carried out at the university level and also at the level of the individual workplaces of the university and their internal organisational units. The vice-rector for internationalisation is responsible for the implementation of the strategy, who manages its implementation in cooperation with the commission focused on the internationalisation of UPJŠ, the HRS4R Implementation Commission at UPJŠ, the International Relations Office of UPJŠ, the representatives of the individual workplaces of the university, who will also be responsible for the dissemination of information on the fulfilment of strategic goals of this strategy.

The target groups of the strategy will be regularly informed about the implementation of the UPJŠ internationalisation strategy and the evaluation of its results via the university's website, intranet, e-mail, at the meetings of the rector's advisory bodies, at the meetings of the UPJŠ Academic Senate, at the meetings of the UPJŠ Board of Trustees and UPJŠ Scientific Board, and during the discussions with the employees, students, student associations.

The internationalisation processes of UPJŠ will be implemented in three forms:

- internationalisation beyond borders,
- internationalisation at home,
- internationalisation online.

The target groups of the strategy are the students, doctoral students, teachers, researchers, and administrative employees of UPJŠ, foreign students, teachers and researchers from abroad, foreign guests, the partners of UPJŠ, the representatives of the public sector, the public.

Financial means to support the goals of the UPJŠ's internationalisation strategy

The university will apply for development projects that are supported at the national level, for projects within the Slovak Recovery and Resilience Plan and for international grants. UPJŠ will also use its own resources to support the key tools and measures of this strategy.

Related documents

The Internationalisation Strategy of Pavol Jozef Šafárik University in Košice for the 2023-2027 period refers mainly to the following internal regulations and documents of the university:

- Update on the Long-Term Strategy of Pavol Jozef Šafárik University in Košice for the Years 2020 to 2025,
- Erasmus Charter for Higher Education for the years 2021 – 2027,
- Directive establishing the procedure for the administration of the Erasmus+ programme at Pavol Jozef Šafárik University in Košice and its workplaces,
- Revised Action Plan of the Human Resources Strategy for Researchers at UPJŠ,
- Directive for the realisation and financing of doctorates under dual supervision,
- Rules for the establishment of positions of researchers - postdoctoral students at Pavol Jozef Šafárik University in Košice and its workplaces,
- Rector's decision on the implementation of the institutional policy for open science at at Pavol Jozef Šafárik University in Košice and its workplaces,
- Rector's decision on the establishment of the criteria and procedure for filling the position of a visiting researcher at Pavol Jozef Šafárik University in Košice and its workplaces.

The Internationalisation Strategy of Pavol Jozef Šafárik University in Košice for the 2023-2027 period was approved by the management of Pavol Jozef Šafárik University in Košice on 21.11.2023, and it was also approved by the rector's advisory body the Rector's Council on 21.11.2023. The information on the Internationalisation Strategy of Pavol Jozef Šafárik University in Košice for the 2023-2027 period was taken into consideration by the Academic Senate of Pavol Jozef Šafárik University in Košice at its meeting on November 23, 2023.

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rector