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| **POLICY** | **PLAN** | **BESTÄMMELSE** | **HANDLÄGGNINGSORDNING** |

**SPONSOR:** President

**CHAIRMAN OF THE STEERING GROUP:** President

**PROJECT LEADER:** Presidents’ advisor for internationalisation

**TITEL:** Development plan HRS4R, *Activities to promote and facilitate intercultural competence for staff*

**VERSION:** 2020-11-23

**ATTACHMENT TO DECISION:** Internal review 2020

**ORIGINAL LANGUAGE:** English

**DNR:**

Development plan HRS4R

*Activity -* *Activities to promote and facilitate intercultural competence for staff*

## BACKGROUND and Purpose with the development of this area

## Comprehensive internationalization represents a commitment to integrating international, intercultural, and global perspectives at all levels and in all key activities conducted at higher education institutions, including teaching, research, and societal engagement. It is a key objective outlined in the Swedish government’s strategic agenda for internationalization (SOU 2018:3) and an essential step in achieving the university’s vision of *leading as a collaborative, internationally connected and globally oriented university*.

## Internationalization activities at JU have traditionally focused upon mobility of students and staff between partners institutions through exchange activities. While this is considered an important endeavor, it is acknowledged that the benefits of student and staff mobility may be limited to a select number of individuals and that those who are not afforded the opportunity to travel may not develop their intercultural competencies to the same extent. As JU works towards comprehensive internationalization it will be necessary to broaden our approach to internationalization and take strategic steps to improve the intercultural competence of all students and staff.

Intercultural competence is reflected in an individual’s ability to relate and communicate with people who do not share the same culture, ethnicity, language, or social experiences. Staff with intercultural competency are better prepared to interact with students and peers from diverse backgrounds and to facilitate interactions between people representing different backgrounds. Students with intercultural competency will be better prepared for a global world.

As a means of promoting intercultural competence to the wider JU community we plan to develop activities that promote intercultural competence of staff and students without the need to physically travel. This will ensure that more students and staff are exposed to intercultural activities and, in the current climate, will not rely on unpredictable international travel. The project will include virtual exchange activities, intercultural workshops, intercultural support services and inter-collegial publishing workshops.

## Objective and output

The overall objective of this activity is to improve the intercultural competence of students and staff at Jönköping University.

Four specific activities will be conducted.

1. Develop a support structure and expand upon existing virtual exchange activities at JU.
2. Develop intercultural understanding of JU staff by offering intercultural workshops.
3. Develop intercultural understanding of JU students by developing support services for intercultural communication and intercultural skills.
4. Facilitate research collaborations between researchers at JU and their colleges from the global south by developing an academic publishing workshop series and inter-collegial learning activities.

**Delivery targets**

* Develop a support structure to facilitate virtual exchange activities
* Develop, deliver, and evaluate four course modules with virtual exchange
* Establish an academic publishing workshop series open for both staff at JU and international partners
* Offer intercultural workshops for JU staff
* Expanding the Academic Resource Centre to include support structures for students wishing to improve their communication and intercultural skills.

**Delimitations**

* Research and Education

**RISKS**

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|  | **Perceived risk** | **Severity** | **Actions** |
| Resignation of key staff involved in virtual exchange activities | moderate | moderate | More than one staff member must be involved in each course |
| Partner University withdraws from project | moderate | high | Internally develop alternate plan for partners |
| IT requirement unable to be met | low | high | Involve IT from the project development stage |
| Students do not enroll in courses which include virtual exchange | low | high | Begin with programs already offering some virtual exchange |
| Partners do not contribute to to the extend expected | low | moderate | Select known partners whom we have already established a good working relation with. |
| Time-differences hindering synchronous communication | moderate | moderate | Careful planning of meeting and educational initiatives in advance |
| Teachers´ limited digital competence | moderate | moderate | Offer IT support |
| Poor network connections with low income countries | moderate | high | Select partners with reliable network connections |
| Staff will not be allocated time to attend the workshop series | high | high | Work with leadership involvement at each partner university and prepare information on the benefits in advance. Sign individual agreements with participants and leaders. |

**ORGANISATION**

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| Project sponsor | President |
| Project Leader | Presidents’ advisor for internationalisation |
| Project Group | STINT project members |
| Reference Groups | Ev andra referens grupper, kan vara t ex JU EXT |

**Stakeholder analysis**

* International partners
* Employees at JU
* Students

**Schedule**

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|  | **Delområde** | **När (2021-2023)** |
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