

## STRATEGY 2023–2025

### VISION

an open, inclusive, interdisciplinary and creative academic community that addresses the challenges of the future and enables the sustainable development of society and the state through the synergy of research, art and technology.

### MISSION

to contribute to the sustainable development of society and the state through creation and transfer of interdisciplinary research-based knowledge, and development of creative, responsible, critical thinkers capable of experimenting, embracing the challenges of change, and upholding humanistic values.

### Research and studies are focused on the following mega-trends:

#### *Technological change and hyperconnectivity*

Daily interactions between humans and technology are modifying the way and pace of our lives, work, and our governance systems.

#### *Intersectional crises and resilience*

A rapidly changing environment requires requires new risk assessment and management skills.

#### *Sociocultural transformations*

Digitalisation and transformation of values and identities are changing the socio-cultural and linguistic environment, presenting new challenges for future professionals.

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## STUDIES. Priorities and strategic goals

### 1 *Contemporary study design*

**Strategic goal** – to develop studies that meet the needs and challenges of contemporary society.

#### **Objectives:**

**1.1** Ensure that the content of studies responds to the latest trends in higher education.

**KPIs:** number of study modules reflecting priority challenges.

**1.2** Develop infrastructure that meets the needs of contemporary higher education.

**KPIs:** space enabling innovative teaching methods (hybrid studies, etc.)

**1.3** Strengthen the didactic competences of academic staff and promote the implementation of innovative teaching and learning methods.

**KPIs:** number of teachers who have enhanced their pedagogical competences and applied them in the teaching process.

*Compliance with KTU strategy in the following priority activities:* Improvement of study programmes and teaching process; Modernisation of study environment.

## 2 **Internationalisation of studies**

**Strategic goal** – increase the international profile and visibility of studies abroad.

### **Objectives:**

**2.1** Enhance the international recognition of study programmes.

**KPIs:** number of internationally accredited study programmes, and number of foreign visiting lecturers.

**2.2** Increase the number of international degree students.

**KPIs:** number of degree students from abroad.

**2.3** Promote international mobility of teachers and students.

**KPIs:** number of students enrolled in part-time studies and placements abroad, and number of teachers in teaching visits abroad.

*Compliance with KTU strategy in the following priority activities:* Improvement of study programmes and teaching process; Development of academic personnel.

## 3 **Research- and practice-based studies**

**Strategic goal** – strengthen research-driven and applied activities in studies.

### **Objectives:**

**3.1** Strengthen students' analytical competences and data-driven studies.

**KPIs:** number of study modules developing analytical competences.

**3.2** Strengthen the links between studies, practice, and research.

**KPIs:** number of number of guest practitioners and lecturers from Lithuanian, and foreign institutions taking part in study activities.

**3.3** Promote students' research activities.

**KPIs:** number of students participating in conferences, number of student presentations in conferences and publications, and number of students engaged in research projects.

*Compliance with KTU strategy in the following priority activities:* Improvement of study programmes and teaching process.

# RESEARCH. Priorities and strategic goals

## 1 *Excellence in methodology*

**Strategic goal** – actively develop the methodological competences of researchers to strengthen the quality of research.

**Objectives:**

**1.1** Develop research infrastructure:

- develop the activities of the research infrastructure units responsible for the dissemination/transfer of methodological competences;
- establish internal and external funding schemes for the functioning and development of research infrastructure units.

**KPIs:** active and nationally/internationally recognised research infrastructure units, and number of infrastructure users.

**1.2** Strengthen transfer/dissemination of methodological competence:

- develop and implement non-formal education programmes for targeted and systematic development of researchers' competences and their empowerment;
- provide means for acquisition and/or development of competences for faculty researchers.

**KPIs:** implemented non-formal education programmes, number of all participants, number of unique faculty researchers developing their competences, and number of high-ranking (Q1-Q2) publications.

**1.3** Attract and empower young researchers and PhD students by raising their methodological competences:

- increase the number of applications for nationally awarded PhD places and postdoctoral fellowships, focusing on the Faculty's priority areas and addressing major challenges.

**KPIs:** number of attracted doctoral students and postdoctoral fellows, and number of applications for nationally awarded doctoral places and postdoctoral fellowship projects.

*Compliance with KTU strategy in the following priority activities:* Improvement of research results; Development of R&D ecosystem.

## 2 *Interdisciplinarity and internationalisation*

**Strategic goal** – intensify interdisciplinary research oriented towards collaboration and internationalisation.

**Objectives:**

**2.1** Enable interdisciplinary teams of researchers:

- prepare interdisciplinary project proposals;
- conduct research applying interdisciplinary approaches.

**KPIs:** number of interdisciplinary projects and proposals/applications, and number of researchers engaged in interdisciplinary projects.

**2.2** Increase the Faculty's engagement in collaborative and breakthrough activities of ECIU and other international and national networks, projects and partners:

- actively engage in preparation of international research project proposals;
- participate and closely collaborate with ECIU and other international partners in research activities.

**KPIs:** number of international projects, number of proposals with international partners, number of publications with foreign co-authors, number of Faculty researchers engaged in active positions /activities in international organisations and programmes.

*Compliance with KTU strategy in the following priority activities:* Improvement of research results; Development of R&D ecosystem; Planning of international project portfolio.

### **3 Social impact of research**

**Strategic goal** – increase the social impact of the faculty's research at the national and international level.

#### **Objectives:**

**3.1** Promote science communication and timely dissemination of research results:

- increase initiatives of research dissemination and promotion, society education and engagement in public debate;
- strengthen the implementation and dissemination of open science principles through initiatives of dataset creation, storage and free/open access.

**KPIs:** public visibility indicators of faculty researchers and their research results, open access datasets.

**3.2** Promote researchers' engagement in activities that ensure the impact of research:

- develop the citizen science paradigm for science literacy in society;
- actively engage in expert participation in public policy formation and implementation processes;
- develop projects involving social partners for knowledge sharing and co-creation.

**KPIs:** number of Faculty researchers actively engaged in national and international organisations and programmes, number of projects with the public and private sector partners, attracted funds for R&D services.

*Compliance with KTU strategy in the following priority activities:* Improvement of research results; Development of R&D ecosystem; Planning of international project portfolio.

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## **ORGANISATION DEVELOPMENT. Priorities and strategic goals**

### **1 Career possibilities for staff and attraction of new employees**

**Strategic goal** – strengthen the competences of academic and administrative staff.

#### **Objectives:**

**1.1** Increase the number of academic staff engaged in study and research activities by way of competition.

**KPIs:** percentage of academic staff who acquire their position by way of competition from the total of academic staff.

**1.2** Attract new academic staff.

**KPIs:** number of applications to external funds, number of PhD students recruited for study and research activities, and number of academic staff recruited from abroad.

**1.3** Develop research, pedagogical, professional, and subject competences.

**KPIs:** proportion of staff who have raised their qualification.

*Compliance with KTU strategy in the following priority activities:* Development of human resources.

## **2** *Communication and collaboration*

**Strategic goal** – foster a culture of experience sharing.

### **Objectives:**

**2.1** Organise events for experience sharing, intensify collaboration with social partners and alumni.

**KPIs:** number of events for experience sharing, number of active agreements with social partners, and number of alumni taking part in Faculty activities.

**2.2** Maintain continuous dissemination of information through internal communication channels.

**KPIs:** regular monthly newsletter, and regular meetings with the Faculty community.

*Compliance with KTU strategy in the following priority activities:* Ensuring effective communication.

## **3** *infrastructure upgrades and development*

**Strategic goal** – upgrade the infrastructure base for the development of study and research activities and improved working conditions.

### **Objectives:**

**3.1** Establish financial schemes for upgrade and expansion of the existing study and research infrastructure.

**KPIs:** the amount of money for upgrading the infrastructure base, number of applications submitted for acquisition of external funds.

**3.2** Upgrade computer workstations for Faculty staff.

**KPIs:** the amount of money for purchasing equipment and computers for staff, satisfaction index of staff.

*Compliance with KTU strategy in the following priority activities:* Modernisation of infrastructure.