



# VILNIUS UNIVERSITY INSTITUTE OF INTERNATIONAL RELATIONS AND POLITICAL SCIENCE

## **OUR MISSION:**

Educating Creative Leaders for Lithuania and the World

## **OUR VISION:**

Exclusive and wide-ranged undergraduate studies

Focused on individual choice Master's degree studies

Lively community of teachers, researchers, students and alumni

Responsible and internationally known community of researchers that creates new knowledge for the region and the state

The most visible, active and inclusive faculty of Vilnius University

Open space for discussions on political topics

## **OUR VALUES:**

Academic Freedom, Critical and Creative Thinking based on Mutual Respect

## Goals, targets and their implementation

### Studies and students

| Goals  | Targets   | Activities   | Performance indicators   |
|--|---|--|--|
| <b>Exclusive and wide-ranged undergraduate studies</b> | To select the most talented and the most motivated students             | <ul style="list-style-type: none"> <li>- to use more purposeful IIRPS VU study advertising (visits to schools, open days, "Student for one day" project, civic education classes in schools, promotional films, etc.).</li> <li>- to cooperate with the student corporation "RePublica", by organizing project of the <i>Young Political Scientists Academy</i> of IIRPS VU</li> <li>- to initiate a procedure for changing the general admission to the Bachelor's program of Political Sciences (allowing highly-motivated civically engaged candidates to apply)</li> </ul> | <ul style="list-style-type: none"> <li>- number of applicants to the bachelor program (total requests)</li> <li>- number of first-priority applicants</li> <li>- scores of successful applicants and their place in the competition score queue</li> <li>- percentage of students dropping out during the first semester and prior to the signing of the study contract</li> <li>- student drop-out rate by the student's request</li> </ul>   |
|  | To ensure exceptional study quality and provide a wide-ranged education | <ul style="list-style-type: none"> <li>- to refine the BA program's reform directions, to reform the program by enhancing its distinctive and attractive nature.</li> <li>- to increase the number of courses taught in English.</li> <li>- to invite recognized lecturers from abroad.</li> <li>- to provide expertise by inviting recognized experts to deliver lectures.</li> <li>- to introduce lecturers to innovative teaching methods and to enable them to apply them in classes</li> </ul>  | <ul style="list-style-type: none"> <li>- good results from self-analysis / external expert evaluation.</li> <li>- balance between practitioners and academics teaching at the institute.</li> <li>- number of specialists in the area teaching their subjects</li> <li>- percentage of students who rate the courses as „good“ and „very good“</li> <li>- number of exchange students</li> <li>- number of students, who graduated with very good grades (&gt; 8) and received &gt;8 final thesis evaluations</li> <li>- evaluation of lecturers' job satisfaction</li> <li>- number of students per lecturer</li> <li>- number of courses in English</li> </ul> |

|  |   |  |  |
|--|---|--|--|
| <p><b>Exclusive and wide-ranged undergraduate studies</b></p>                | <p>to prepare students for successful competition in the Lithuanian and international labor market, to provide career prospects</p> | <ul style="list-style-type: none"> <li>- to establish a mechanism for evaluating employers' satisfaction</li> <li>- to create and implement a career monitoring system for graduates</li> <li>- to create a system that would allow to evaluate the benefits of the practice to the prospects of employment</li> <li>- to improve the program according to the results</li> </ul>  | <ul style="list-style-type: none"> <li>- satisfaction of employers with IIRPS VU graduates</li> <li>- graduates' satisfaction with studies</li> <li>- number of students, who cannot find a job during the first year</li> <li>- career at work in 5 years</li> </ul>  |
| <p><b>Focused on individual student's choice Master's degree studies</b></p> | <p>to select most motivated and talented students</p>   | <ul style="list-style-type: none"> <li>- to revise the admission exam requirements and to consider possibility to implement motivational interview option</li> <li>- to strengthen promotion of Master's degree programs in the Lithuanian and foreign audiences</li> <li>- to offer more general education courses for undergraduate students of different faculties</li> <li>- to organize open door day events for future students</li> <li>- to initiate a creation of joint study programs with foreign universities (in English)</li> <li>- to strengthen English program (content and promotion). It would help to contribute to the development of regional studies at IIRPS VU</li> </ul> | <ul style="list-style-type: none"> <li>- number of applicants to the Master program (total requests)</li> <li>- number of first-priority applicants</li> <li>- scores of successful applicants and their place in the competition score queue</li> <li>- percentage of students dropping out during the first semester and prior to the signing of the study contract</li> <li>- student drop-out rate by the student's request</li> </ul> |
| <p><b>Focused on individual student's choice Master's degree studies</b></p> | <p>to ensure possibility for students to individualize their study process</p>  | <ul style="list-style-type: none"> <li>- for better individualization, study programs have to be revised (evaluation of internships options for Master students (focus on EERS program), increase of elective courses number, creation of common elective courses selection for all programs.</li> <li>-to invoke the expertise by inviting practitioners to read</li> </ul>   | <ul style="list-style-type: none"> <li>- good results from self-analysis / external expert evaluation</li> <li>- increase of the number of elective courses</li> <li>- balance between practitioners and academics teaching in the Institute</li> <li>- number of specialists in the area teaching their subjects</li> </ul>   |

|  |  |  |  |
|--|--|--|--|
|  |  | lectures<br>-to include social partners network to the creation of programs system.<br>- to offer additional studies for non IIRPS students<br>- to introduce lecturers to innovative teaching methods and to enable them to apply them in classes<br>- to increase visibility of programs and publicity of activities | - percentage of students who rate the courses as „good“ and „very good“<br>- number of exchange programs students<br>- number of students, who graduated with very good grades (> 8) and received >8 final thesis evaluations<br>- evaluation of lecturers' job satisfaction |
|--|--|--|--|

### Science and Research

| Goals   | Targets  | Activities  | Performance Indicators   |
|---|--|---|--|
| <b>Responsible and internationally known community of researchers that creates new knowledge for the region and the state</b> | <ul style="list-style-type: none"> <li>- to recruit active and highly qualified scientists and researchers</li> <li>- to implement high level relevant researches</li> <li>- actively cooperate with international academic community and non-academic community in Lithuania; to create new connections and to strengthen and deepen relations and networks that we already have</li> </ul> | <ul style="list-style-type: none"> <li>- to create motivational system for academic staff that corresponds with strategic vision</li> <li>- to create and adjust tools for balancing the time spend on teaching and scientific activities</li> <li>- to evaluate effectiveness of the PhD studies program and to solve its problems in a timely manner</li> <li>- to use possibilities to attract new highly qualified researchers (post-doctoral fellowships; prospective PhD candidates; joint studies of students and researchers)</li> <li>- to organize methodological seminars (according to the need)</li> <li>- to create an effective system for research planning</li> <li>- to prepare scientific research applications; to implement scientific research projects; to organize dissemination of research results to target audiences</li> <li>- to evaluate effectiveness of funds available for research trips</li> <li>- to use modern technologies for the dissemination of</li> </ul> | <ul style="list-style-type: none"> <li>- number of international publications in recognized journals (at least 1/3 of researchers publish 2 articles))</li> <li>- number of monographies in Lithuanian (at least 3 in a year)</li> <li>- number of PhD thesis defended in time (100 % of PhD theses are being defended in time)</li> <li>- share of PhD students that successfully completed their studies (at least 80%)</li> <li>- number of international projects and joint applications with international partners (at least ¼ of researchers are participating in international projects)</li> <li>- number of outsourced/expert studies ( at least 10% of financial resources are being collected from scientific researches)</li> <li>- number of awards and grants for scientific achievements (at least 1 in a year)</li> </ul> |

|  |  |   |   |
|--|--|---|---|
|  |  | <p>research results more actively</p> <ul style="list-style-type: none"> <li>- to organize international conferences, symposiums and seminars (at least 1 in a year)</li> </ul> | <ul style="list-style-type: none"> <li>- number of guest lectures (at least 1 in a year)</li> <li>- number of presentations in international conferences (at least 2 for the term of Office)</li> <li>- share of monographies and scientific articles in foreign languages</li> </ul> |
|--|--|---|---|

### Community and alumni

| Goals  | Targets   | Activities  | Performance indicators   |
|--|---|---|--|
| <p><b>Vibrant and lively community of staff, students and alumni</b></p> | <ul style="list-style-type: none"> <li>- to strengthen the community of IIRPS VU,</li> <li>- to foster communication between students and staff,</li> <li>- to have a continuous connection with the Institute's alumni,</li> <li>- continuously communicate and cooperate with the Board of Trustees.</li> </ul> | <ul style="list-style-type: none"> <li>- to organize community events,</li> <li>- to send Director's Newsletter,</li> <li>- to ensure that the Institute's spaces are fit for the needs of the staff and the students,</li> <li>- to help student organizations with their initiatives,</li> <li>- to gather data on the alumni connection with the Institute,</li> <li>- to create a convenient format of communication with the Board of Trustees.</li> </ul> | <ul style="list-style-type: none"> <li>- number of community events,</li> <li>- number of participants in community events,</li> <li>- results of social media monitoring,</li> <li>- results of academic staff surveys,</li> <li>- participation of the Trustees in the Institute's activities</li> </ul> |

## Place in the University

| Goals   | Targets  | Activities   | Performance indicators   |
|---|--|--|--|
| <b>The most visible, active and inclusive faculty of Vilnius University</b> | <ul style="list-style-type: none"> <li>- to employ good organizational and management practices,</li> <li>- to actively and constructively participate in the University's internal affairs</li> <li>- to be the most prominent faculty in terms of media coverage.</li> </ul> | <ul style="list-style-type: none"> <li>- to evaluate Institute's organizational structure,</li> <li>- to organize student-staff meetings,</li> <li>- to use course evaluation questionnaires,</li> <li>- to ensure student participation in the Institute's governance,</li> <li>- to promote good practices of study and research organization and quality control,</li> <li>- to respond promptly to changes in the University's management,</li> <li>- to comment actively on political events to media outlets.</li> </ul> | <ul style="list-style-type: none"> <li>- results of staff surveys,</li> <li>- percentage of filled out course evaluation questionnaires,</li> <li>- student participation in the governance of the Institute,</li> <li>- number of graduates from other Vilnius University faculties studying in the Institute's Master's programs,</li> <li>- participation in VU's pilot initiatives,</li> <li>- participation in VU's internal affairs,</li> <li>- results of media monitoring</li> </ul> |

## Society

| Goals   | Targets  | Activities  | Performance indicators  |
|---|--|---|---|
| <b>Open space for discussions on political topics</b> | <ul style="list-style-type: none"> <li>- to educate, inform and involve society in discussions on important political questions,</li> <li>- to shape public opinion on important political topics</li> <li>- to participate in public initiatives</li> </ul> | <ul style="list-style-type: none"> <li>- to comment publically on political happenings,</li> <li>- to promote research among the public,</li> <li>- to organize leadership, qualification improvement and other workshops,</li> <li>- to create clear strategies for all social media channels,</li> <li>- to provide expertise for government institutions,</li> <li>- to gather experts in leadership studies field and run pilot workshops,</li> <li>- to take part in social partnership initiatives,</li> <li>- to cooperate with research centers established by the IIRPS to fulfil the Institute's vision.</li> </ul> | <ul style="list-style-type: none"> <li>- results of media monitoring,</li> <li>- results of social media monitoring,</li> <li>- amount of workshops and number of participants,</li> <li>- demand of expertise,</li> <li>- number of events that the Institute's experts take part in, that are not organized by the IIRPS VU,</li> <li>- regularity of public initiatives,</li> <li>- cooperation with IIRPS Research centers</li> </ul> |