THUAS Compass:
Critical elements of Internationalisation

1. Rationale and policy or strategy for internationalisation
- An effective and comprehensive policy or strategy for internationalisation linked to the university's vision and values is clearly communicated.
- Is understood by academics and support staff at all levels across the institution as well as academic committee, the Governing Body and external stakeholders.

2. Governance, leadership and management
- Importance and relevance of internationalisation is recognised by the Supervisory and Executive Board and all management, and demonstrated as such across the institution
- Explicit in all key university policies and strategies, incorporated into planning processes, aligned and delivered through normal line management routes
- Key areas to include are positioning and profiling, learning and teaching, research strategies, human resources policy, assessment, subsidies (local, national and international) and facilities

3. Internationalisation of the formal curriculum for all students
- University-wide strategy is translated to internationalized curricula and learning outcomes across the institution – global perspectives and intercultural communication
- Content, pedagogy, assessment processes and graduate outcomes
- Varied international mobility opportunities support the internationalised curriculum e.g. academic study abroad, work placement, group study tours, international volunteering and service learning, demonstrably linked to the desired internationalized learning outcomes and curricula
- Intercultural learning opportunities in multicultural classrooms, within the local community and during internships in multicultural workplaces
- Build international reputation in the field of applied research.

4. International campus culture and informal curriculum for all students
- An international and multicultural campus culture is evident, well established within the international region of The Hague, including student union clubs, societies and informal gatherings
- Forms the basis of the informal curriculum for all students
- International aspects of university life are celebrated regularly through events, displays and activities which support internationalisation at home
- Students are trained to make full use of the international campus culture to deepen their intercultural competencies

5. Student diversity
- Vibrant diverse international and multicultural student community as active participants in (off) campus life.
- Students valued for the way in which they enrich the classroom and campus culture.

6. Guidance and support for students outside the classroom
- Effective systems and services provide support to support internationalisation, including language and intercultural competence development
- Promoting and encouraging internationalisation for all students
- Language, cross cultural capability, academic support, relevant advisory and counselling services

10. Monitoring, reflection, evaluation and review
- Body or individual with overarching responsibility for internationalisation incorporated within management structures
- Report regularly on progress
- Benchmarking of performance
- Continuous enhancement of internationalisation activities and strategy through feedback, reflection and evaluation processes
- Revisions to policy and practice

7. Staff development, recognition and reward
- Wide ranging staff development and recruiting programme to support internationalisation, including language and intercultural competence development
- Identification of need along with recognition and reward for engaging in any aspect of the international dimension of university life offered systematically through performance review or appraisal

9. Resources follow strategy
- Resource allocation and the engagement of management to ensure that the commitment to integrated internationalisation can be delivered
- Travel and human resources policies support international activities, education and research
- Dedicate support to build and maintain combined partnerships (triple helix)
- Consistent internal and external communication of positioning and strategy

8. Meaningful, broad and deep international partnerships
- Well-maintained and fully utilized (inter)national network of partnerships with universities (applied and research), alumni, industry, research institutes, (local) government, non-governmental organisations and public service organisations.
- Be the leading university in Triple helix (partnerships of universities, industry and government), both in practice and in research, to create innovation and build on global citizenship.

Globally Competent Graduate

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