

**Axis 1: An international, forward-looking and creative academic environment**

**1.1. Attract talented staff and students**

The connection between high quality research and education is an enduring feature of University life. For this reason, the UoC aims to attract top researchers from around the world to create competitive teams internationally but also talented students with high expectations. At the same time, the UoC is committed to ensuring open and transparent procedures in recruiting associates at all levels (teaching and research staff, students, and support staff) and to equitable treatment based on non-discrimination related to gender, religion or origin and more generally to the protection of individual and collective rights.

By 2025 the UoC aims to

- Increasing the numbers of international teaching and research staff on campus to 10% using the opportunities for personal chairs and hosting visiting academic staff
- Significantly increasing the numbers of foreign postgraduate and undergraduate students with the development of foreign language study programmes
- Establish an Equal Opportunities Policy Committee with responsibility for drafting and overseeing a code of good practice on diversity, equity and inclusion

**1.2. High Quality Research**

The range of research themes, synergies with other research institutes in Crete and international collaborations have made Crete the Region of Greece with the highest success rate in research and innovation. In this way, the conditions have been created for the contribution of research to regional development in cooperation with social and economic stakeholders. The University will encourage and support the use of the research results in this direction and will monitor its progress.

By 2025 the UoC aims to

- Create support services to facilitate the preparation of project proposals for funding in critical areas of research, so as to significantly increase funding for research through the Special Account for Research Funds.
- Facilitate the development of interdisciplinary research groups and interdisciplinary research programmes within the University, with particular reference to connections between AHSS and STEM departmental groups from both campuses.
- Take measures to empower young researchers at UoC to develop innovative ideas in critical scientific disciplines
- Intensify efforts for dialogue and cooperation with enterprises to develop joint research and development programmes
- support corporate collaboration by developing a corporate relationship model for the entire University

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<sup>1</sup> 391/19-07-2018 Senate decision

- Establish a quality assurance system for all the University's operations

### 1.3. Internationalisation

The UoC will intensify efforts to strengthen its contacts with the international academic community, which are already at an acceptable level mainly due to co-operation in the context of competitive European programmes. The active participation of UoC in University networks will strengthen its research and educational activities through the exchange of people, ideas and good practices.

By 2025 the UoC will further

- Participate in networks of strategic alliances with universities around the world with similar and / or complementary characteristics
- Exploit the comparative advantages of Crete to increase the scope of international educational and research activities
- Map and develop collaborations with Greek scientists of the Diaspora to facilitate broadening cooperative initiatives with leading institutions worldwide
- Utilize the educational leave of UoC staff to establish new collaborations in significant research fields

