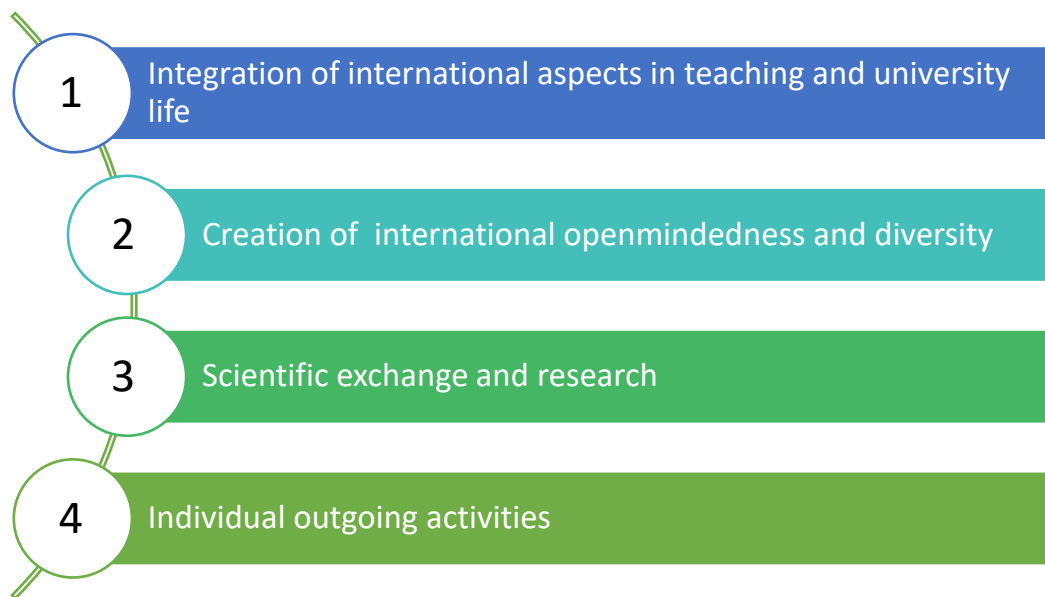




Internationalization Strategy 2021 - 2025 of the Catholic University of Applied Sciences Berlin



This Internationalization Strategy serves as the guideline for the further development of the international orientation of the Catholic University of Applied Social Sciences Berlin (KHSB) and serves to make it transparent both internally and externally. It represents the result of a participatory internal revision- and planning process which was accompanied externally within the framework of an audit of the German Rectors' Conference (HRK) "Strategy Workshop Internationalization of Higher Education Institutions" ([Strategiewerkstatt Internationalisierung der Hochschulen](#)) under the motto "Let's become more international" in the period from the winter semester 2019 to the summer semester 2021. The strategic reorientation in terms of internationalization aspects is undergoing a shift from primarily encouraging and promoting stays abroad for all status groups to [Internationalization at Home](#).

The strategies and goals described and justified below form a binding orientation framework for the period 2021 - 2025. The Internationalization Strategy was approved by the Academic Senate (AS) on 16 June 2021. The implementation thereof will be coordinated by the KHSB "Commission Diversity and International Affairs", will be reviewed, firstly, in 2023 in an interim evaluation and, secondly, in 2025 in a final evaluation, and the result will be presented in the AS for further planning.

The KHSB has identified three central reasons for further internationalization:

1. Professional necessity due to advancing globalization, exclusionary structures of the migration society, and increasing diversity of biographies, orientations and living environments of the target groups of the social professions.
- 2) Institutional motivation to create an open and discrimination-critical university culture in which diversity, internationality, and intercultural and interreligious exchange are taken for granted.
3. Economic necessity to remain attractive to young people in the education market and to counter the prejudice of an intolerant and conservative Catholicism with a cosmopolitan image.

In this context, internationalization is understood as being a strategic cross-sectional task in which actors in teaching, research and administration are involved. As a cross-sectional task, internationalization means, on the one hand, the adaptation of teaching and the structures of everyday university life to an increasingly heterogeneous student body in all areas of diversity, and, on the other hand, an international orientation of teaching content and -formats through the teaching of intercultural competencies and international perspectives within the university. In this context, stays abroad of all status groups will continue to play an important role.

I. Profile and Mission Statement of the KHSB

The Catholic University of Applied Social Sciences Berlin (KHSB) is a state-recognised university run by the Archdiocese of Berlin. With its 14 Bachelor's and Master's degree programmes in social work, health, education and training (SAGE), the current staff complement of 46 professors and around 100 lecturers offer around 1,400 students a well-founded academic education that is research-based, practical and personality-forming at the same time. With its offer the KHSB covers about a quarter of the capacity in study places in the SAGE area in Berlin.

International and cultural as well as world-view and religious openness form the core of the egalitarian Catholic approach and foundation. The range of study places is aimed at all interested persons regardless of their origin, religion and world view, sexual orientation, gender identity, age and disability. The state mandate is to provide academic training in social professions for the German labour market. This includes adequate preparation of prospective professionals for the fields of work shaped by globalisation and migration.

II. Current Status of Internationalization

The Commission for Diversity and International Affairs of the KHSB Academic Senate ([Kommission](#)) is the steering body for internationalisation at the KHSB. The operational implementation of the goals is the responsibility of the [International Office](#) (IO). In establishing the professorship "Theories and Methods of Social Work in the Migration Society", the university committed itself to responding to the profession-specific consequences of globalisation. The KHSB's institutes focus on the international perspective as a cross-cutting theme. Competences acquired worldwide by members of all status groups during their stays abroad are incorporated into the university's teaching, research and counselling. International students and staff actively shape the profile of the KHSB. In addition, international guests enrich everyday life at the university. The organisation

of international conferences as well as existing international research and project cooperation and individual international networks complete the international profile.

Currently, participation in the [Erasmus+](#), [PROMOS](#) and [Deutsch Französisches Jugendwerk](#) (German-French Youth Office - DFJW) funding programmes enables financial support for students and staff during stays abroad. The exchange is supported by various cooperations such as the [27 Erasmus+ Partnerhochschulen](#) (27 Erasmus+ partner universities) and [3 Partnerhochschulen in der Schweiz](#) (3 partner universities in Switzerland). In doing so, the KHSB focuses on further developing the quality of the partner university cooperations into so-called "premium partnerships". To illustrate: in the winter semester 2018/19 and summer semester 2019 just under 1.5 % of the majority of students from the BA full-time degree programmes took advantage of the opportunity to spend several months abroad for study and internship purposes. Short-term formats such as international excursions and visits by international student groups and guests to the KHSB are also important opportunities for international exchange.

Participation in another funding programme, [STIBET I](#), enables the funding of additional support services that help to ensure the integration and study success of international students at the university location.

In Berlin, only the KHSB offers a BA Social Work degree as a part-time attendance course, which has been in high demand in recent years, especially from international applicants. The KHSB is also the only university in Germany to offer the free adaptation course ([Apale](#)), which enables graduates of social professions from abroad to obtain official state recognition in Germany.

III. Strategic Objectives

The following strategic goals are to be primarily pursued in the time frame 2021 - 2025:

Goal 1: Internationalization at Home: Integration of international aspects into teaching and university life.

Goal 2: Internationalization at Home: Shaping cosmopolitanism and diversity as well as consciously promoting the integration of students with migration experience and background (incl. incomings).

Goal 3: Internationalization at Home: International networking: Profitable integration and initiation of contacts abroad for teaching, academic exchange, research and university life.

Goal 4: International mobility: Promotion and optimised use of individual outgoing activities of students and staff in administration, research and teaching.

IV. Planned Measures for Implementation

In order to achieve the overarching goals for the internationalization of the KHSB, the following existing measures and those to be newly developed were identified and allocated to the respective goals.

Goal 1: Internationalization at Home: Integration of international aspects into teaching and university life

For various reasons, the vast majority of students do not take advantage of the opportunity to gain intercultural and international experience through longer stays abroad. The integration of international aspects into teaching and university life should contribute to giving all students an international perspective "at home". The expansion or modification of existing courses and the strategic development of new courses are therefore planned.

The following **existing measures** have already been identified: 1. Professorship in "Theories and Methods of Social Work in the Migration Society"; 2. Modules in all degree programmes on diversity and "Intercultural Social Work" as the field of specialisation in the full-time BA Social Work programme; and 3. Seminars anchored in the curriculum on the acquisition of English as a specialist language and basic Turkish language skills.

The following **new measures** should be considered: 4. Internationalization of the courses and their anchoring in the curriculum during the next reaccreditation; 5. Development of virtual and hybrid teaching/learning formats in the sense of a "global digital classroom" and blended mobility; and 6. Collegial teaching development: joint development of new and further development/expansion of existing teaching formats that consciously integrate international aspects.

As a result of the HRK Strategy Workshop, the WG "Collegial Teaching Development" was constituted as follows:

Implementation of new measures		
Workgroup	Description	Responsible
Project "Collegial Teaching Development: joint development of new and further development of existing teaching formats that consciously integrate international aspects"	<ul style="list-style-type: none"> Intensive processes of collegial consultation on the "internationalization" of specific courses Supplementary thematically focused workshops (for all project members; partly online; partly for the entire staff) Preparation and presentation of best practices 	Straßburger/ Häseler- Bestmann plus other lecturers who will (further) develop lectures

Goal 2: Internationalization at Home: Establishing cosmopolitanism and diversity as well as consciously promoting the integration of students with migration experience and background (incl. incomings)

The basic prerequisite for the success of internationalization strategies must be the creation of a corresponding atmosphere on campus. The following **existing measures** have already been identified as promoting cosmopolitanism and diversity which are to be continued and continuously adapted to the needs: 1. Offers for international students a) to help them to become acquainted in the introductory phase of their studies such as buddy programmes and getting-to-know-you workshops in the introductory phase of the first semester; b) to promote internal university commitment and exchange, networking meetings, STIBET scholarship, DAAD award; c) to support the success of their studies by offering optional workshops on academic work and writing; and d) to recruit students for participation in international student fairs; 2. International meeting- and networking formats for all students such as international picnics, the international table at the

courtyard festival, the "Café International"; and 3. The annual exhibition opening "Photo Competition Study Abroad".

The following **new measures** should be considered: 4. Digital introductory formats for international students on Germany as a university location, on Berlin and on the KHSB in English with German subtitles; 5. Integration of incoming students in the digital student administration with Open Campus; and 6. The development of further training offers for staff in teaching and administration on dealing with heterogeneity and language.

As a result of the HRK Strategy Workshop the WG "International Certificate" was constituted as follows:

Implementation of new measures		
Workgroup	Description	Responsible
Project: "International Certificate as a further education and training measure on the topic of internationalization for personal competence enhancement for all status groups".	<ul style="list-style-type: none"> • Development of further education and training offers to deepen transfer skills to intercultural contexts in the areas of professional competence, strategic competence, social competence and individual competence in modular form consisting of internal compulsory offers and external optional offers. • Survey in the status groups on the prototype • Further development of the format • Pilot-phase for testing • Evaluation • Implementation 	Cooperation International Office and Continued Education: Bonillo, Mund, Schuchert

Goal 3: Internationalization at Home: International networking: Profitable integration and initiation of contacts abroad for teaching, academic exchange, research and university life

In times of globalisation and digitalisation, international research cooperation is crucial for our future viability. The focus of the Internationalization Strategy 2021-2025 will fall on the internationalization of research and academic exchange. The internationalization of research is intended to lay the foundations for more intensively networked international cooperation. The aim is to achieve more transparency and synergy in scientific cooperation with international cooperation partners as well as internally at the KHSB.

The following were identified as **existing measures** that should be continued and continuously updated: 1. Integration of lecturers from partner universities in teaching, 2. Meeting-, exchange- and networking formats for lecturers/staff such as international conferences, meet-and-greet with counterparts from partner universities and 3. International research projects (e.g. PartKommPlus, Inclusive post-secondary education), internationally active institutes (DICO, ICEP) as well as international working groups, for example of the Practice Department and the International Office.

The following **new measures** should be considered: 4. Participative, cross-status-group *Organizing of an International Day*; and 5. Development and implementation of *blended mobility offers for purposes of research exchange and networks*.

As a result of the HRK Strategy Workshop the WG "Internationalization of Research" was constituted as follows.

Implementation of new measures		
Planned measures	Description	Responsible
Project "Strengthening scientific academic networks: meeting, exchange and networking for teachers/staff".	<ul style="list-style-type: none"> • Survey covers ongoing research projects in cooperation with various institutions <ul style="list-style-type: none"> ✓ Thematic allocation and brief description of research projects should contribute to more transparency and synergy for research cooperation both internally and nationally and internationally ✓ Insights gained through the survey can serve as a basis for the development of a strategy for the internationalization of research at the KHSB. 	Burtscher, Kuhn-Zuber, Leonhard, Munde, Meinhardt-Injac + further interested and involved lecturers/students
Project: "Development and implementation of "blended mobility" formats for the further internationalization of academic and professional exchange at the KHSB	<ul style="list-style-type: none"> • Realisation of low-threshold offers for teaching and research through the use of digital media • Digital offers can be supplemented by other analogue formats (e.g. excursion, research stays, etc.) • Good practice examples at the KHSB should be collected and documented by means of a survey • Develop strategies for the dissemination and establishment of such formats at university level 	Burtscher, Kuhn-Zuber, Leonhard, Munde, Meinhardt-Injac + further interested and involved lecturers/students

Goal 4: Outgoing mobility: Promotion and optimised use of individual outgoing activities of students and staff in administration, research and teaching

An important element of internationalization is the actual stay abroad. As **existing measures** that are to be continued and continuously updated were identified as 1. Offers for information, preparation and follow-up about/of stays abroad: target group-specific information events, intercultural training, networking with alumni from abroad; 2. Networking formats for students; 3. Excursion offers within the framework of study and seminars; and 4. Arranging continuing education for teaching- and administrative staff such as English language courses or intercultural training.

The following **new measures** are to be considered: 5. International certificate; 6. Internationalization of curricula/creation of mobility windows; and 7. Making international activities more visible through public relations work.

As a result of the HRK Strategy Workshop the WG "Creation of Mobility Windows" was constituted as follows.

Implementation of new measures		
Planned measures	Description	Responsibility
Establishment of mobility windows	Within the curriculum, there is a clearly defined, coordinated and communicated time window in which a stay abroad is possible without complications	Bohmeyer, Brizay in cooperation with the International Office