

Goal Setting and Action Planning for the PhD Program, Department of Computer Science, University of Crete

| STRATEGIC OBJECTIVE | QUALITY GOALS | MEASUREMENT (indicator) | BASE PRICE (current price) | TARGET PRICE | ACTIONS/ACTIONS (What should we do to achieve the expected results?) | RESPONSIBILITIES (Who takes each action?) | TIMETABLE (When,) |
|--|---|--|-------------------------------|--------------|---|---|----------------------|
| A1. Strengthening the international profile of the Department (regarding the Doctoral Studies Program) | A1.1. Increase in staff from universities and organizations abroad related to research and educational activities | Number of international academic staff (Visiting Lecturers, Summer School Lecturers, Researchers, Postdoctoral Fellows) | 3 | 4 | 1. Recording of visiting professors, researchers, postdoctoral fellows. 2. Investigating the possibility of attracting visiting professors and researchers/postdoctoral fellows. | Department Chair, faculty members, Department staff | 12/31/2027 |
| | A1.2. Increasing the international profile of the department | Number of foreign language courses in the PhD Program per semester | 40 | 41 | 1. Development of foreign language courses. 2. Organization of foreign language summer schools. 3. Translation of the GDS study guide into English. 4. Translation of all sections of the Department's website into English. 5. Updating and updating the content of the Department's website in English. 6. Translation of course websites into English. 7. Application for participation in the Informatics Europe network | Department Chair, faculty members, Department staff | 12/31/2027 |
| | | GDS Study Guide and Department Website fully translated into English | 70% | 100% | | | 12/31/2027 |
| | | Participation in international networks of Computer Science Departments | 0 | 1 | | | 12/31/2027 |
| A2. High-quality research as a means for better education of doctoral students | A2.1. Student participation in research and development programs | Number of students participating in research and development programs (number of scholarships in effect on 31/12 of each year) | 43 | 50 | 1. Recording collaborations at every level: internships, summer schools, research, contracts. 2. Strengthening and facilitating the relationship & collaboration with the University of Thessaloniki-FORTH and other organizations. | Department Chair, faculty members, Department staff | 12/31/2027 |
| | A2.2. Dissemination of educational material from research projects in teaching | Number of advanced courses containing research results | 36 | 38 | 1. Updating educational course materials with research results. 2. Creating new and up-to-date courses. | Faculty members of the Department | 12/31/2027 |
| B1. Monitoring and improving the training provided | B1.1. Monitoring the progress and performance of doctoral candidates | Percentage of active doctoral candidates with at least one publication | 85% | 87% | 1. Expanding the GDS's collaborations with companies and research centers 2. Financial support for students who would like to participate in conferences but do not have the financial means 3. Communication between the Department and doctoral candidates who are not making satisfactory progress in their studies 4. Encouraging the participation of doctoral candidates in skills acquisition seminars 5. Increasing the dissemination of information about internship opportunities | OMEA, Department Chair and Lecturers | 12/31/2027 |
| | | Average number of publications of active doctoral candidates (all years) | 3.27 | 3.5 | | | 12/31/2027 |
| | | Average number of conference participations per active doctoral candidate | 1.94 | 2 | | | 12/31/2027 |
| | | Percentage of students who complete their thesis on time | 50% | 60% | | | 12/31/2027 |
| | | Average annual percentage of doctoral candidates who did an internship (outside the University and FORTH) during their studies | 12.5% | 15% | | | 12/31/2027 |

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| | B1.2. Awards-distinctions to doctoral candidates | Number of awards and distinctions for doctoral candidates (e.g. Best paper awards) | 15 | 16 | 1. Awarding excellent students, claiming national and European resources and seeking private funding for scholarships. 2. Continuous updating of the corresponding information page on the Department's website. | Department President, Department General Assembly | 12/31/2027 |
| | B1.3. Informing and guiding junior doctoral candidates about career prospects | Numerous events for students (e.g. Career fair, industrial hackathon) | 1 | 2 | 1. Organization of events and information days for doctoral students of the Department | Faculty members and staff of the Department | 12/31/2027 |
| B2. Monitoring and assisting the professional careers of graduates | B2.1 Communication and monitoring of graduates | Number/percentage of registered alumni on the alumni website | 100 | 125 | 1. Updating and maintaining the Department's alumni website. 2.Managing the personal data of graduates with respect to the GDPR. 3.Presence of the Department on social networks. 4.Organizing alumni reunions. 5. Communication with graduates through questionnaires 6. Collection and analysis of bibliometric data of GDS graduates | Department Secretariat and staff | 12/31/2027 |
| | B2.2. Expanding the participation of GDS graduates in job fair-type activities between students and employment agencies | Number of participations of GDS graduates in job fair activities | 5 | 7 | Actions: Informing graduates about the Department's participation in a job fair. | Department President and staff | 12/31/2027 |
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| C1. Strengthening financial resources | C2.2. Attracting donations | Total amount of donations | 2000 | 5000 | 1.Attracting, recording and promoting donations targeting the GPP | President, faculty members and staff of the Department | 12/31/2027 |
| C2. Improving available human resources and services | C3.1. Increase mobility, communication and cooperation with staff of similar duties at other universities in Greece and abroad | Number of employees & faculty members in mobility | 3 | 4 | 1.Recording of mobility of faculty members, administrative and laboratory staff | President, faculty members and staff of the Department | 12/31/2027 |