Sustainability Action plan

Plan component/strategy	Deliverable	Action Steps	Timeline
Sustainability management	Project as a whole	1. To set up a sustainability group 2. To develop sustainability goals and strategies 3. To monitor implementation of strategies	May 2019 Once in 4 months
Financial sustainability	Master's programs		
To build funding capacity through a portfolio approach to sources of finances		1. To secure non-fee places within the program through capitalizing on Erasmus+ obligations 2. To develop a marketing strategy for attracting an adequate number of applicants 3. To publicise the new programs in different forms and through different channels 4. To secure non-fee places within programs built on previous enrolment figures 5. To develop a marketing strategy for attracting international students through a ministerial scholarship track 6. To enroll the best international students through the Open Doors Olympiad 7. To develop a marketing strategy and materials for	September 2019,2020 October 2019- May 2020 October 2020-May 2021 September 2021 and further on October 2019-2021 and further on January 2020 October 2020

		attracting self-funded students	
		8. To research funding opportunities for providing scholarships for the best international students	October 2020
		9. To provide in kind contribution for maintaining the consortium functioning	October 2021 and further on
To institutionalize new units To search for additional sources of funding	STEM centres	To embed STEM centres into the university overall structure and to hire staff. To conduct market research. To apply for national grants and sponsorships.	October 2019 2020-2021 2021-2022
To research for potential sources of funding	Training programs	To calculate the program cost with regard to potential users; To develop a marketing plan	2021
To research for potential sources of funding	STEM network	To develop new projects and apply for new grants. To provide in kind contribution.	2021
Non-financial sustainability			
1. To integrate programs academically and administratively within partner universities. 2. To develop partnerships with potential employers for providing internships and placements. 3. To build a brand name for the program through getting a quality label of the NIS networking university.	Master's programs	1.1. To implement program accreditation. 1.2. To embed the program into overall university curriculum. 1.3. To conclude exchange agreements. 1.4. To introduce recognition mechanisms. 1.5. To encourage scientific collaboration between teachers (joint conferences, joint publications). 1.6. To invite partner universities to join the NIS networking university. 2.1. To identify potential partners. 2.2. To conclude partnership agreements on placements and internships.	Spring 2020 Spring 2021 2020-2021 2020-2021 Spring 2020 Autumn 2020

		2.3. To build an alumni network.	2022
		2.4. To conclude double degree agreements.	Spring 2021
		3.1. To form a quality label for the program and to deliver it through the NIS networking university.	2021-2022
To build trust, dialogue and cooperation with all interested parties to maximize the impact.	STEM centres	To identify potential stakeholders.	Autumn 2019
		To initiate relationships with potential stakeholders.	November 2019
		To involve all the interested parties into centres' activities.	2020
		To disseminate centres' resources and activities through different channels.	Ongoing
		To design centres' web sites with focus on end users.	2020
To market the programs strategically.	Training programs	To conduct market research.	Spring 2020
		To identify and promote key points of programs.	
		To develop communication strategy for attracting end users.	
		To involve potential beneficiaries into program planning from the start.	
		To review programs with regard to state-of-the-art pedagogical content and trainees' feedback.	2021
		To conclude partnerships with education bodies.	2021
		To embed programs into university portfolio.	2021
To institutionalize the network	STEM network	To conclude network agreements.	2021
		To disseminate networking activities for attracting new members.	2021
		To continue joint academic activities: joint conferences, joint projects.	2021 and further on