

## Part 1: Institutional Level

Does your university have an official institutional internationalization strategy?

- What are the main aims behind it?
- How does it look like in practice? (institutional level, faculty, academic support staff, student level)
- How is the overall strategy/individual parts evaluated (quantitatively, qualitatively)?

## Part 2: Faculty & Staff Level

Do you think that faculty and staff are aware and work towards internationalization aims?

Thinking of the intercultural competence (note: explain intercultural) of faculty and staff:

- Do you offer opportunities for ICC development (courses, workshops, exchanges)?
- Do you encourage them? How?
- Do you think these opportunities are well-received by faculty and staff?
- How satisfied are you with faculty and staff participation in such activities?
- What could be the main obstacles for staff not participating in such activities? How do you address these?
- Does staff diversity play a role in hiring decisions?

Connecting faculty/staff ICC to students:

- Do you think cultural aspects/ICC development is considered in curriculum design? Are there differences in different programs/schools?
- How do faculty members support students' ICC development? (e.g., showing diverse perspectives in literature, draw on diverse student perspectives, encourage intercultural interactions, measures to prevent marginalization)
- Who is responsible to make sure students develop ICC (all/certain staff members/students)?

## Part 3: Student Level

Do you offer/encourage international mobility for students?

- How satisfied are you with student participation (both inbound and outbound)?
- What works well/can be improved?
- What are obstacles to student mobility, and how do you address these?

Thinking about internationalization on campus:

- What curricular offers for ICC learning do you have? (Examples could be specific courses/integration in courses/informal learning outcomes; physically or virtually).
  - o How are these received by students?
  - o How well do you think they support ICC development?
  - o How could they be improved/what are the obstacles?
- What co-curricular offers for ICC learning do you have? Examples could be seminars, workshops, guest speakers presenting issues from a different perspective or culture/ICC-related topics)?
  - o How are these received by students?
  - o How well do you think they support ICC development?
  - o How could they be improved/what are the obstacles?
- What extra-curricular offers for ICC learning do you have? Examples could be campus events, student associations, clubs)?
  - o How are these received by students?
  - o How well do you think they support ICC development?
  - o How could they be improved/what are the obstacles?

- How are intercultural interactions encouraged on campus (different student groups/students and community?)
- How satisfied are you with internationalization on campus efforts for ICC development?
- What works well/can be improved?
- What are obstacles to on-campus ICC development, and how do you address these?

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