SMART TARGETING OF THE DEPARTMENT OF FORESTRY, WOOD SCIENCES & DESIGN OF UNIVERSITY OF THESSALY

STRATEGIC OBJECTIVE	QUALITY GOAL	MEASUREMENT (Index)	BASE PRICE (current price)	TARGET PRICE	ACTIVITIES/ACTIONS (What do we need to do to achieve the expected results?)	RESPONSIBILITIES (Who takes each action?)	TIMETABLE (When;)
Priority A: Education	Objective A.1: Satisfactory graduation rate of undergraduate students	A1.1 Average annual percentage of Undergraduate Study Program (USP) graduates to the total number of active USP students	0%	60%	Continuous information for students and motivation for timely completion of their studies	Consultant Professors / Internal Evaluation Team / Head of the Department	2025
		A1.3 Percentage of active undergraduate students in total enrollment	50%	80%	With arguments for the adoption by the Ministry of Education of the proposal to admit approximately 80 entrants to FWSD each year	Assembly of the FWSD Department	2023
		A1.5 Average annual percentage of graduates with irregular study duration (over n+2 years)	0%	30%	Continuous information for students and motivation for timely completion of their studies	Consultant Professors / Internal Evaluation Team / Head of the Department	2025
		A1.7 Average annual percentage of graduates with a degree grade of 8 or above	0%	3%		Counselors Professors	2025
		A1.8 Average annual degree grade	-	6,9		Counselors Professors	2025
		A1.9 Average annual internship participation rate	0%	90%	Mandatory participation	Internship manager of the FWSD Department	2022
		A1.11 Average annual percentage of outgoing ERASMUS students in the total number of active students	0%	5%	Continuous informational events	Head of ERASMUS Department FWSD	2023
		A1.13 Number of faculty members	16	18	Submission of substantiated requests to the Senate of UTH	FWSD Department Assembly / Head of the Department	2023
		A1.14 Average annual percentage of faculty members in cooperative educational programs	60%	80%	Constructive discussions/motivation at Assembly level	FWSD Department Assembly / Head of the Department	2022
		A1.15 Average annual percentage of outgoing faculty members with ERASMUS	25%	50%	Continuous informational events	Head of ERASMUS Department FWSD	2022
		A1.16 A number of revised postgraduate curricula	0	2	Submission of documented recommendations	MSc Directors / MSc Coordinating Committees / FWSD Department Assembly	2023
		A1.17 Number of PhD theses awarded per year	0	14	Continuous guidance and motivation for timely completion of their studies / Submission of annual progress reports and their evaluation	Supervising Professors / Administration of FWSD	2023
		A1.18 Number of PhD candidates	23	40	Announcements 1 time each semester of the academic year	Assembly of the FWSD Department	2023
		A1.19 Percentage of fed students	30%	40%	Recommendations to the UTH	Assembly of the FWSD Department	2023

Priority A: Education	**Objective A.2** Systematic use of undergraduate student questionnaires to improve the educational project	A2.1 Average evaluation value of all courses (by current undergraduates)	3,9	4,1	Greater participation of students in the evaluation process / Continuous self-improvement of professors	Internal Evaluation Team	2022
		A2.2 Average percentage of students participating in assessments	12%	25%	Assessment using and student cell phones	Internal Evaluation Team	2022
	Objective A.3 Exploiting the institution of the Professor Advisor	A3.2 % of faculty members participating	100%	100%	Mandatory participation	Assembly of the FWSD Department	2021
	Objective A.4.1 Providing quality Master's Degree Programs	A4.1.1 Number of active MSc	2	3	Market research on the necessity of creating a new MSc	Assembly of the FWSD Department	2024
		A4.1.2 Percentage of postgraduate students who graduate in the normal duration of the MSc	0%	60%	Continuous information for postgraduate students and motivation for timely completion of their studies / Implementation of the operating regulations	Directors of MSc	2022
		A4.1.3 Average rating of MSc by the students	4,62	4,7	Greater participation of postgraduate students in the evaluation process / Continuous self-improvement of professors	Directors of MSc	2022
		A4.1.4 Proportion of postgraduate/undergraduate (n+2) students	30%	30%			2022
	Objective A.5 Application of new educational methods and utilization of digital technology	A5.1 New educational methods	2	4	Use of good practices	Internal Evaluation Team / MODIP/ FWSD Department Administration	2022
		A5.2 % of courses with digital material	100%	100%	Application of regulation		2022
		A5.3 % of courses where students acquire or practice digital skills	21%	21%			2024
	Objective A.6 Update of the USP during the last five years, through the reformation processes	A6.1 Reform of the USP in the last 5 years.	NAI	NAI	Market research / Cooperation with institutions and companies / Student participation / Continuous consultation	A USP reform committee to be established for this purpose	2023
	Objective A.7 Teaching staff development actions, such as training and awarding excellence.	A7.1 Existence of a Teaching Support Office	NAI	NAI			2021
		A7.2 Award of excellence in teaching and research to faculty members	ΌΧΙ	NAI	Utilization of the institution that has already been established at UTH	Assembly of the FWSD Department	2023
	Objective A.8 USP certification	A8.1 Submit an application for PPS certification from HAHE	NAI	NAI	Implementation of legislation and the relevant HAHE document	Assembly of the FWSD Department	2021
	Objective B.1 Quality of the research work produced based on publications in leading scientific journals, peer-reviews and awarding of papers at international conferences	B1.1 Average number of papers cumulatively in peer-reviewed journals per faculty member	28	40	Motivation of faculty members by the Administration and the Internal Evaluation Team of the Department	Faculty Members & Laboratory Teaching Members of FWSD Department	2024
		B1.2 Average number of cumulative cross-references per faculty member	550	700	Motivation of faculty members by the Department's Administration and Internal Evaluation Team	Faculty Members & Laboratory Teaching Members of FWSD Department	2024

Priority B: Research			B1.7 Total year publications google scholar	8950	15000	Motivation of faculty members by the Department's Administration and Internal Evaluation Team	Faculty Members & Laboratory Teaching Members of FWSD Department	2024
			B1.8 average annual number of active PhD theses per faculty member	0,85	1	Strict application of doctoral studies regulations	Supervising Professors / Administration of FWSD	2023
			B1.9 Number of faculty members' book titles cumulatively for all years to date	5	10	Motivation of faculty members by the Department's Administration	Faculty members of the FWSD Department	2023
	Objective B.2 Operation of an organized program of doctoral studies		B2.1 Annual number of doctoral theses awarded by Doctoral Study Program	0	14	Strict application of doctoral studies regulations	Supervising Professors / Administration of FWSD	2023
			B2.2 number of scholarships for PhD candidates from the institution	0	2	Cooperation with institutions and companies for the granting of scholarships / Exploiting the institution of industrial doctorates	Assembly of the FWSD Department	2023
			B2.3 scientific publications / Ph.D	0	28	Strict application of doctoral studies regulations	Supervising Professors / Administration of FWSD	2023
	Objective B.3 Participation of HEI research groups in national and international competitive research programs, or participation in important research initiatives to investigate or solve serious social problems		B3.1 Total FWSD Department funding from projects and regular budget	1.000.000 €	1.500.000 €	Developing partnerships to submit new proposals	Faculty members of the FWSD Department	2024
			B3.2 Total project funding per faculty member	60.000 €	80.000 €	Developing partnerships to submit new proposals	Faculty members of the FWSD Department	2024
			B3.4 Actively funded projects	50	60	Developing partnerships to submit new proposals	Faculty members of the FWSD Department	2024
			B3.5 Actively funded projects European projects coordinated by a member of the Department	4	6	Developing partnerships to submit new proposals	Faculty members of the FWSD Department	2024
			B3.6 Active European projects, (competitive)	4	6	Developing partnerships to submit new proposals	Faculty members of the FWSD Department	2024
			B3.8 Active projects by national public and private bodies	45	60	Developing partnerships to submit new proposals	Faculty members of the FWSD Department	2024
			B3.9 Active projects from KEDIVIM programs	0	3	Motivation of faculty members by the Department's Administration	Faculty members of the FWSD Department	2022
			B3.10 Funding from European programs	800.000 €	1.200.000	Informational events	Faculty members of the FWSD Department	2023
	Objective C.1 Absorption of graduates by organizations and businesses through the institution of internships		C1.1 Participation of the FWSD Department in the internship	NAI	NAI	Initiatives have already been taken by a competent established committee for the creation of 2 University Forests which will be the responsibility of the FWSD Department	Competent committee / Assembly FWSD	2022
			C1.2 % of active students in internship programs	0%	90%	Mandatory participation	Internship manager of the FWSD Department	2022

Priority	Objective	Indicator					
Priority C: Connecting with society	**Objective C.2** Development of certified laboratories providing specialized services to organizations and businesses	C2.1 Number of research laboratories	9	9	There is currently no increase in the number of established research laboratories	-	2021
		C2.2 Number of laboratories with ISO	0	1	Initiatives of Directors of Research Laboratories	Director of Research Laboratories	2023
	Objective C.3 Interaction with the local area or region through cultural/scientific activities open to citizens, actions to disseminate knowledge to society	C3.1 % of expenditure on such actions on the regular budget	0%	5%	They mainly concern voluntary actions of members of FWSD		2023
	Objective C.4 Organization by KEDIVIM of educational programs aimed at professional upgrading of skills and reduction of unemployment of graduates	C4.1 Number of KEDIVIM training programs	0	3	Motivation of faculty members by the Department Administration	Faculty members of the FWSD Department	2022
		C4.3 Income from KEDIVIM programs	0 €	30.000 €	Motivation of faculty members by the Department Administration	Faculty members of the FWSD Department	2022
	Objective C.5 Innovation, technology transfer and entrepreneurship enhancement	C7.1 Does a Technology Transfer Office or Incubator work?	ΌΧΙ	NAI	Exploiting the experience of the corresponding office of the ELKE of UTH	Department research lab initiative	2023
		C7.2 Number of patents	0	2	Motivation of faculty members by the Department Administration	Research laboratories of the FWSD Department	2023
		C7.3 Number of technoblasts or start-ups founded	0	1	Motivation of faculty members by the Department Administration	Research laboratories of the FWSD Department	2023
	Objective C.6 Operation of the Foundation's alumni association and its active participation in supporting actions (e.g. connection to the labor market, finding resources, etc.)		ΌΧΙ	NAI	Student information	Administration of FWSD Department	2022
	Objective C.7 Systematic collection of data on the absorption of graduates from the labor market and feedback of study programs		ΌΧΙ	NAI	Cooperation with MOKE, institutions and companies in Greece and abroad	Internal Evaluation Team Department	2024
	Objective D.1 Attracting foreign students to the Department	Δ1.1 % of foreign students (of all registered students)	0%	1%	Development of collaborations with corresponding Departments Abroad	Head of ERASMUS Department FWSD	2024
	Objective D.2 Development of the international mobility of undergraduate and postgraduate students through international (e.g. Erasmus) but also transnational or	Δ2.1 Annual percentage of outgoing ERASMUS students in the total number of active students	0%	2%	Development of collaborations with corresponding Departments Abroad	Head of ERASMUS Department FWSD	2023
		Δ2.2 Annual percentage of incoming ERASMUS students in total active students	1%	3%	Development of collaborations with corresponding Departments Abroad	Head of ERASMUS Department FWSD	

Priority D: Internationalization	interuniversity exchange programs	D2.3 Annual percentage of outgoing faculty members with Erasmus	20%	40%	Motivating faculty members	Head of ERASMUS Department FWSD	2023
		D2.4 Number of foreign language courses for foreign students as a % of the total number of courses	40%	60%	Motivating professors	Internal Evaluation Team / Assembly of FWSD	2023
	Objective D.3 Entering into strategic partnerships with universities abroad for joint programs (undergraduate, postgraduate, doctoral, summer schools), exchange of professors/students, etc..	D3.3 Number of active international partnerships	4	6	Motivating faculty members	Head of ERASMUS Department FWSD	2022
	Objective D.4 Establishment and operation of Foreign Language Study Programs	D4.1 Number of foreign languages USP	0	0			
	Objective D.5 Offering postgraduate study programs in a foreign language and attracting foreign students	D5.1 Number of foreign language MSc	0	1	Market Research	Competent committee established for this purpose / FWSD Assembly	2023
	Objective D.6 Attracting professors from institutions abroad (Greek or non-Greek) to participate in teaching or research through short-term joint appointments or as visiting professors in MSc and USP	D6.1 Average annual number of incoming Erasmus teachers in the Department	2	8	Utilization of the ERASMUS program	Head of ERASMUS Department FWSD	2023
		D6.2 Number of visiting professors in the Department	2	4	Utilization of the ERASMUS program	Head of ERASMUS Department FWSD	2022
	Objective D.7 Organization of international scientific conferences, workshops, seminars, scientific competitions or summer schools	D7.1 Number of such international events	0	2	Departmental Faculty Member Initiatives	Administration of FWSD Department	2022
	Objective E.1 Improvement of the support services of the student community, in terms of their information and participation in university events, their academic and professional orientation, and their general journey at the university	E1.1 % of students who used DASTA & MOKE services	0%	15%	Informational events	Internship managers / MOKE UTH	2024
		E1.2 Career Office	NAI	NAI			
	Objective E.2 Promotion of gender equality	E2.1 Proportion of women/men among faculty members, Laboratory Teaching members, Laboratory Technical members	13,60%	18%			2023
	Objective E.3 Services for health and psychological support of students and staff	E3.1 Yes – No	NAI	NAI			

Priority E: University Environment	**Objective E.4** Improving Accessibility	E4.1 Expenditures for support actions / accessibility projects for the disabled in terms of Regular	0	0			
		E4.2 % of rooms accessible to people with disabilities	80%	80%		Assembly of FWSD	2024
	Objective E.7 Continuous training and development of the administrative and technical staff	E7.1 € for training & development of Administrative & Technical staff per year / Number of Administrative & Technical staff	0	1000	Submission of requests to the Directorate of Administrative Personnel of UTH	Assembly of FWSD	2023
	Objective E.8 Degree of achievement of the strategic objectives in the part concerning the improvement of the university environment		90%	90%	Continuous recording of needs	Assembly of FWSD	2022
	Objective E.9 Infrastructure improvement – Development of administrative and research infrastructures		70%	80%	Equipment procurement recommendations	Directors of research laboratories	2023
	Maintenance of buildings		100%	100%	Continuous recording of needs	Building Maintenance Committee / Head of the Department	
Priority Z. : Quality assurance	**Z.1** Systematic monitoring and evaluation of the institution's overall work and the implementation of quality assurance procedures through the Quality Assurance Unit	Rate of systematic recording of the teaching and research work carried out	100%	100%	Application of directive	Internal Evaluation Team	2021
	Z.2 Funding for the expansion and renewal of the MODIP information system with its interconnection with the other electronic systems of the Foundation	Application rate of plagiarism systems in master's and doctoral theses.	100%	100%	Implementation of regulation / Utilization and application of Turnitin tool	Head of the Department	2022
	Z.3 Development of an academic and working environment in accordance with the principle of equal treatment	Implementation of the code of conduct - Addressing Issues of Bullying, Harassment	NAI	NAI	Strict application of UTH codes.	Established committees of the FWSD Department	2021