List 1: Information about Higher Education Institutions

List 1: No.2 (2.7) Information on personnel potential development

Guideline and Responsible Person(s)

Required period of data/information	When there is change
Explanation and guidelines for data/information disclosure	Career advancement path, core competencies, and job-specific competencies: Display policy/strategy/ criteria information. To develop the potential of personnel to advance in their career paths Both core competencies and job-specific competencies
Responsible person(s)	HR

Data Disclosure

Below is the data that will be disclosed on the Stamford website.

2.7 Information on personnel potential development

(1) Career advancement path, core competencies, and job-specific competencies

Career Advancement Path

At Stamford International University, we are dedicated to supporting the career growth and professional development of our employees. Our career advancement path is designed to provide clear opportunities for progression within the institution, based on performance, experience, and contributions. The key elements of our career advancement path include:

1. **Performance Evaluation:**
Regular performance evaluations are conducted to assess employee achievements, strengths, and areas for improvement. These evaluations are integral to identifying potential for advancement and setting personalized career goals.

2. **Professional Development:**
Employees are encouraged to participate in ongoing professional development

opportunities, such as workshops, conferences, and training programs. These activities enhance their skills and qualifications, preparing them for higher-level roles.

3. **Mentorship Development:**

We offer mentorship development where experienced faculty and staff provide guidance and support to junior colleagues. These programs help mentees navigate their career paths and develop the skills necessary for advancement.

4. **Promotion Criteria:**

Criteria for promotion include demonstrated excellence in job performance, contributions to the university's mission, and the acquisition of additional qualifications or skills relevant to the next career level.

Core Competencies

Core competencies are essential skills and attributes that are critical for all employees at Stamford International University, regardless of their specific role. These competencies include:

1. **Communication Skills:**

The ability to effectively communicate ideas, instructions, and feedback is crucial. This includes both verbal and written communication, as well as the ability to listen actively and engage in productive discussions.

2. **Teamwork and Collaboration:**

Working collaboratively with colleagues, students, and external partners is fundamental. Employees should demonstrate the ability to contribute to team goals, support others, and foster a cooperative work environment.

3. **Problem-Solving and Critical Thinking:**

The capacity to analyze issues, develop solutions, and make informed decisions is essential. Employees should apply critical thinking to address challenges and improve processes.

4. **Adaptability and Flexibility:**

The ability to adapt to changing circumstances and handle multiple tasks effectively is important. Employees should remain flexible and responsive to new situations and evolving priorities.

5. **Ethical Conduct and Integrity:**

Maintaining high ethical standards and integrity in all professional interactions is vital.

Employees are expected to act with honesty and uphold the university's values and policies.

Job-Specific Competencies

Job-specific competencies are tailored to the unique requirements of each role at Stamford International University. These competencies ensure that employees possess the specialized skills and knowledge necessary for their specific functions. Examples include:

1. **Teaching Positions:**
   - **Subject Expertise:** In-depth knowledge of the subject matter being taught.
   - **Pedagogical Skills:** Effective teaching methods and techniques, including curriculum development and classroom management.
   - **Student Engagement:** Ability to motivate and engage students and address their learning needs.

2. **Research Positions:**
   - **Research Methodology:** Proficiency in research design, data analysis, and scientific writing.
   - **Grant Writing:** Skills in preparing and securing research funding.
   - **Collaboration:** Experience in working with other researchers and institutions.

3. **Technical and Administrative Roles:**
   - **Technical Proficiency:** Expertise in relevant technical systems and tools.
   - **Project Management:** Ability to plan, execute, and manage projects effectively.
   - **Administrative Skills:** Competence in office management, scheduling, and organizational tasks.

By focusing on these core and job-specific competencies, Stamford International University ensures that employees are well-equipped to contribute to the institution's success and achieve their professional goals.