SUMMARY OF EXHIBITION OF CRITERION 12

Criterion 12 - Staff development activities		
Code	**Name**	**Summary of evidences**
Exh.12.1	Process for training and development of human resources	The process of training and development for academic and support staff in pedagogic profession, foreign language, computer science, master, doctorate and training for support staff has been made. All plans are announced publicly and uploaded on the website. The process also mentions about candidate choice, performance, the check of quality and development policies for human resources who complete the training and development.
Exh.12.2	Strategic plan for development of FEEE	Strategic plan for development of FEEE is for academic staff, support staff, faculty development and student.
Exh.12.3	Announcement for training for academic staff.	The announcement of training for academic staff in pedagogic profession, foreign language, computer science, especially in master, doctorate has been made. This also mentions about candidate choice, performance, the check of quality and development policies for human resources who complete the training and development.
Exh.12.4	Questionnaire for survey of training needs for quality enhancement	The survey helps the faculty's dean board and the university to know the needs of the staff in the improvement of pedagogic profession, foreign language, computer science, especially in master, doctorate. Then, the faculty's dean board and the university find few opportunities of meeting the staff's demands.
Exh.12.5	Results of registration to enhance profession and sample of training activities	Lists of the needs of the staff in the improvement of pedagogic profession, foreign language, computer science, especially in master, doctorate each year. Then, the faculty's dean board and the university find few opportunities of meeting the staff's demands.

Exh.12.6	Process of conducting research projects at university level	The process has been made for the staff to implement their scientific research projects for development of their professional knowledge and educational methodologies at university level. Also, the policies of funding and reward are mentioned.
Exh.12.7	Announcement on process of conducting yearly research projects	Announcement on process of conducting scientific research projects for the staff is made yearly so that they can follow
Exh.12.8	List of faculty members participating in professional development	List of yearly faculty members participating in professional development including pedagogic profession, foreign language, computer science, especially in master, doctorate
Exh.12.9	Approval for academic staff participating in the HEEAP program	Lists of academic staff participating in the Higher Engineering Education Alliance Program (HEEAP) in the US in recent years were approved. After participating in the program, they have carried out their projects.
Exh.12.10	Approval for academic staff participating in short training courses to improve English capacity in Philippines	Lists of academic staff participating in the intensive English course under the university staff development program in the Philippines in recent years were approved. After participating in the program, they were checked by the university.
Exh.12.11	Approval for academic staff participating in short training courses in India	Lists of academic staff participating in short – term training courses in India in recent years such as Solar energy, Computer science,… were approved. After participating in the program, they have developed their career.
Exh.12.12	Announcement of VEF scholarship	Announcement of VEF scholarship in the US
Exh.12.13	Tuition subsidy for academic staff pursuing graduate degrees in Vietnam	Tuition policies for academic staff pursuing graduate degrees in Vietnam
Exh.12.14	University compensation policy for research projects	University compensation policy (reward, money,…) for scientific research projects, international publications

Exh.12.15	List of topics in conferences/proceedings	List of topics in conferences/proceedings, journals
Exh.12.16	List of articles published in foreign journals	List of publications in international conferences/proceedings, journals
Exh.12.17	List of articles	List of topics/ publications in national conferences/proceedings, journals
Exh.12.18	List of academic staff participating in English courses	List of topics/ publications in international conferences/proceedings, journals
Exh.12.19	Awarded list of English learners' achievement	List of faculty members who achieved English test with high scores.
Exh.12.20	List and result of English takers	List of faculty members who achieved English test by the university yearly.
Exh.12.21	List of participants of academic seminars	The Faculty regularly organizes academic seminars where academic staff as speakers or international guest speakers report and share their professional initiatives. Also, academic staff joining international seminars, conferences are included.
Exh.12.22	List of participants in E/M Learning	Academic staff joined E/M Learning training to help them approach and implement their online teaching/learning.
Exh.12.23	List of staff participating in pedagogy training programs	Academic staff participated in pedagogy training programs to help them approach and implement modern educational methodologies for higher education.
Exh.12.24	List of support staff participating in short training courses	Support staff participated short-term training courses to help them improve specialist skills..