



聖若瑟大學
UNIVERSITY OF
SAINT JOSEPH

ANNUAL REPORT

2024/2025

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INTRODUCTION

Under the leadership of Revd. Prof. Stephen Morgan, the 2024–2025 academic year marked a period of strategic growth for the University of Saint Joseph. As Acting Rector, I, Dr. Alejandro Salcedo, present this report to reflect on how our community worked with focus, purpose, and shared commitment. Our guiding values, international quality, operational excellence, and trust, were not just aspirational; they shaped our decisions and actions across all areas of university life.

We translated these values into concrete improvements in teaching and research, enhanced student support systems, and expanded our global engagement. A key priority was preparing to welcome more students from Mainland China. This initiative was not mainly about increasing enrolment figures, but about fostering meaningful cultural exchange, reinforcing Macao's strategic role as a gateway between China and the Lusophone world, and ensuring that every student who joins USJ finds an environment that is inclusive, accessible, and intellectually enriching.

We also focused on reviewing and improving our academic programmes. With guidance from the Institutional Quality Audit, we launched a structured plan to update courses and make them more relevant. These updates enable our graduates to acquire skills that align with the growing needs of the Greater Bay Area's technology sector. We also introduced a new Master of Arts in Cultural Heritage Studies, which reflects Macao's rich history and gives students new academic paths to explore.

Our research activities have become stronger and more closely aligned with real-world needs. We created the Smart City and Sustainability Research cluster, which quickly received three external grants. Faculty members from the Architecture, Environmental Science, and Information Technology departments collaborated on projects such as designing energy-efficient buildings tailored to Macao's climate and analysing data on urban mobility. The Institute for Sino-Lusophone Studies published its first annual Macao Gateway policy review, helping to build stronger connections between China and Portuguese-speaking countries. Another important example was the Smart Elderly Healthcare Laboratory, which developed practical technologies and programs to enhance safety and dignity for Macao's aging population, working closely with senior centres in the city.

USJ also became a place for international dialogue and collaboration. We hosted major events such as the China and Africa's Digital Cooperation Forum and the 5th International Workshop in Visual Methods, which was held in Asia for the first time. Our faculty shared research at the Asian University Presidents Forum, contributing to global conversations about interdisciplinary understanding. We celebrated the successful PhD defences and launched new doctoral proposals in areas such as Global Studies and Psychology, many of which involved international partnerships. Faculty development was a priority, and we organized more than 15 professional workshops on topics such as hybrid learning, student-centred teaching, President Xi Jinping's views on higher education, and discussions about the One Country, Two Systems framework and national security laws.

Internationalization became part of our everyday reality. We expanded our global partnership network, signing new agreements for joint PhD supervision and research collaboration. These efforts led to a 25 percent increase in exchange students coming to USJ, bringing new cultures and perspectives into our classrooms. To help these students feel at home, we strengthened

the Global Companion buddy programme, which pairs international students with local mentors. We also launched weekly Portuguese for Everyday Life cafés to help students learn the local language and culture. For those who could not travel, we promoted internationalization at home. One example was a virtual collaboration where Business and Law students worked with peers from the University of San Diego to create marketing plans for a social enterprise. We also strengthened our role as a bridge between China and Portuguese-speaking countries by hosting the Forum on Trade and Legal Cooperation, which brought together policymakers, scholars, and business leaders to build networks and support recruitment.

Throughout the year, we stayed committed to educating the whole person. Our approach touched every part of student life, combining academic growth, career preparation, personal wellness, social involvement, civic responsibility, spiritual development, artistic expression, physical health, financial literacy, global awareness, and continuous improvement. We helped students prepare for their careers through the USJ Career Fair, bilingual workshops, and seminars on healthcare and the green economy. Personal wellness was supported through counselling services, stress management workshops, and peer support networks. Civic engagement was encouraged through visits to the Legislative Assembly, classes on the Basic Law, and overseas lessons on governance. Students became involved in social outreach through volunteer programmes and initiatives, such as prison rehabilitation support. Leadership was developed through student association elections and international presentations. Spiritual and emotional growth was nurtured through retreats, interfaith dialogue, and mindfulness activities. Academic advising, career mentoring, and peer support helped students build resilience, self-awareness, and a sense of purpose. We ensured that our programmes remained responsive to student needs by collecting regular feedback, tracking outcomes, and adapting to global trends. Looking back, this academic year showed how USJ continues to educate the whole person, preparing students to succeed in their studies, careers, and personal lives in a connected world.

This report also includes detailed information on teaching activities, restructuring and leadership changes, the use of campus spaces, financial performance, admissions and registration data, key statistics, rankings, and other relevant data, providing a comprehensive picture of USJ's progress.

As I close this report, we at USJ look ahead with confidence. The strong foundation we have built in academic quality, meaningful research, international partnerships, and holistic student development prepares us well for the future. Our efforts to welcome students from Mainland China and around the world enrich our campus and strengthen Macao's role as a gateway. None of this progress would have been possible without the continued support of the Direcção dos Serviços de Educação e de Desenvolvimento da Juventude and other government agencies. We extend our deepest thanks and look forward to further strengthening our collaboration. Together, we will continue to drive innovation in higher education, promote dynamic exchanges, and support the shared growth of Macao and the Greater Bay Area.

Dr. Alejandro Salcedo
Acting Rector
University of Saint Joseph, Macao

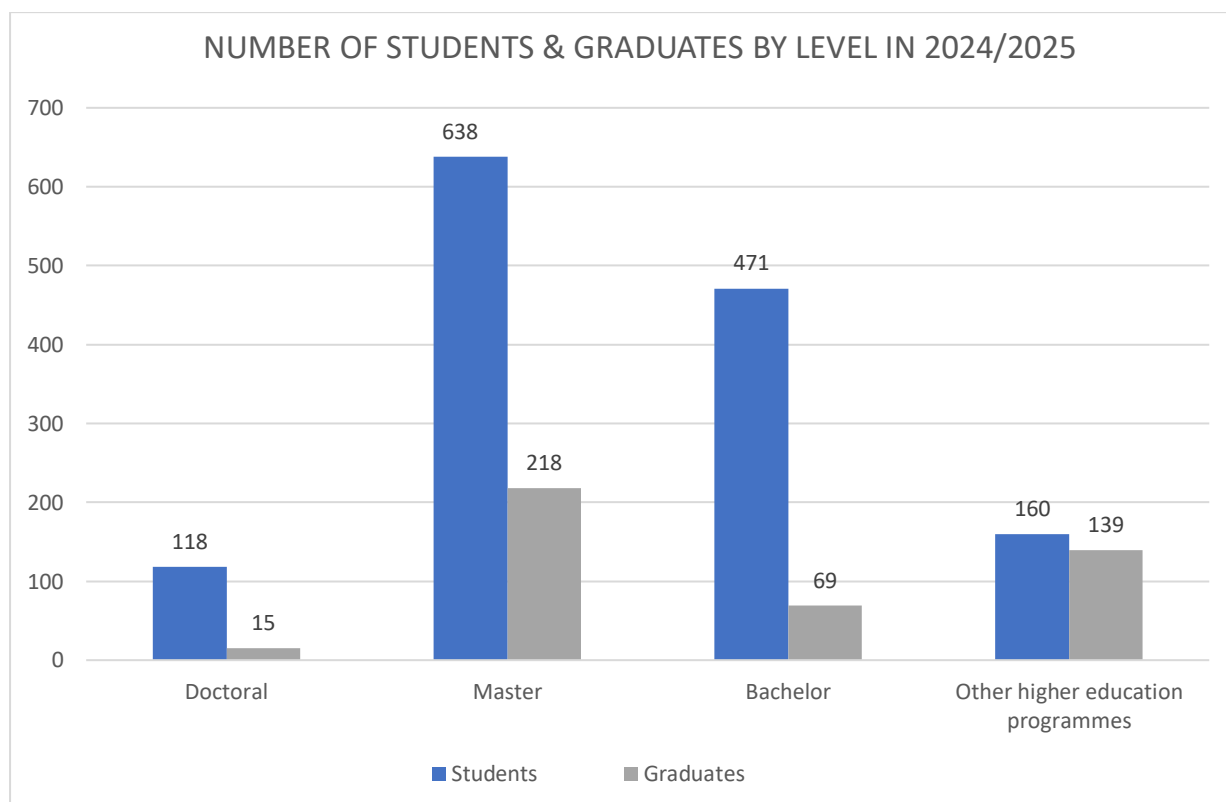
PART I

1) OVERVIEW OF 2024/2025 ACADEMIC YEAR

1.1 Statistics, analyses and comparisons of student, teaching staff, teacher-student ratio and programme data

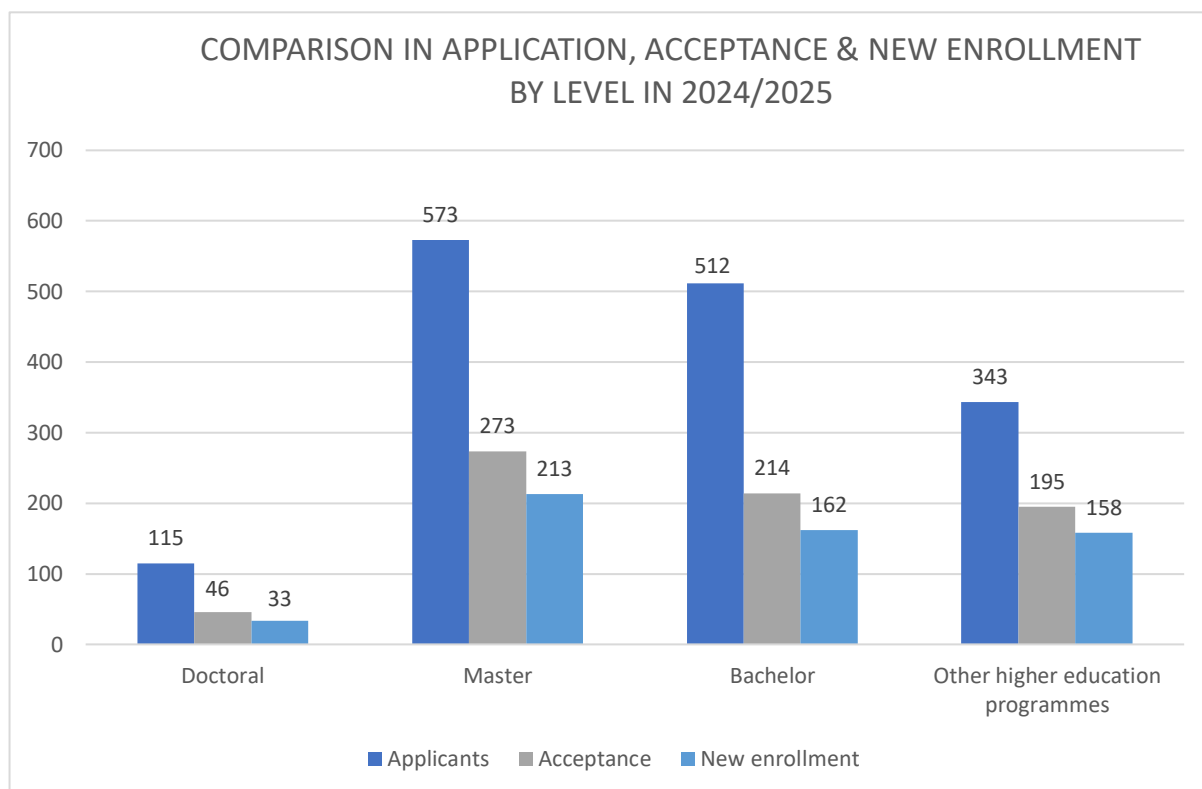
❖ Students

Programmes	Total Students 2024/2025	Total Graduates 2024/2025
Doctoral	118	15
Master	638	218
Bachelor	471	69
Other higher education programmes	160	139
Total	1,387	441



Application, Acceptance and New Enrollment

Level	Application 2024/2025	Acceptance 2024/2025	New Enrollment 2024/2025
Doctoral	115	46	33
Master	573	273	213
Bachelor	512	214	162
Other higher education programmes	343	195	158
Total	1,543	728	566

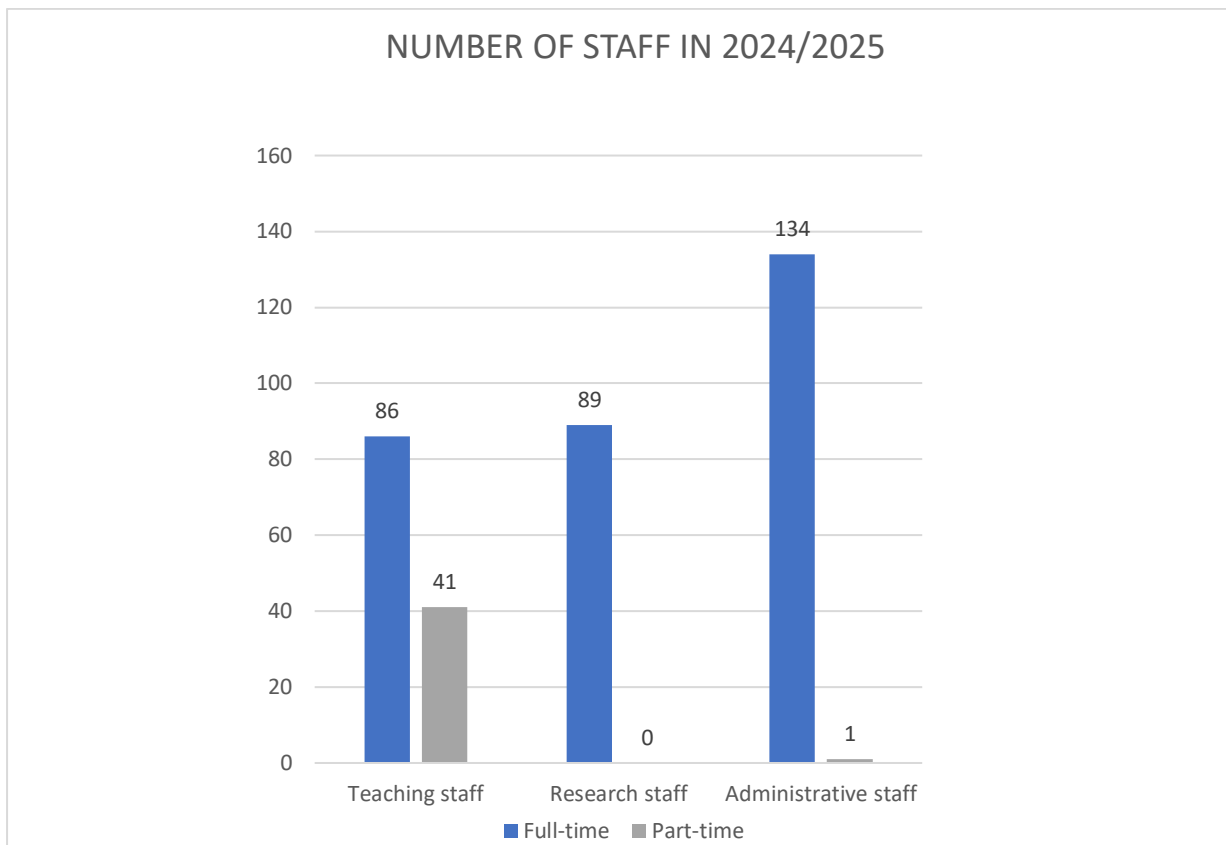


NEW ENROLLMENT RATE: **77.7%**

❖ Academic Staff

TOTAL NUMBER OF STAFF IN 2024/2025 (as of 26 October 2024)			
Categories	Full-time	Part-time	Total
Teaching staff	86	41	127
Research staff	89	0	89
Administrative staff	134	1	135
Total*	179	42	221

* As some personnel concurrently undertake teaching, non-teaching, or research duties, the total number comprising teaching staff, non-teaching staff, and research staff has been adjusted to exclude duplicate counts.

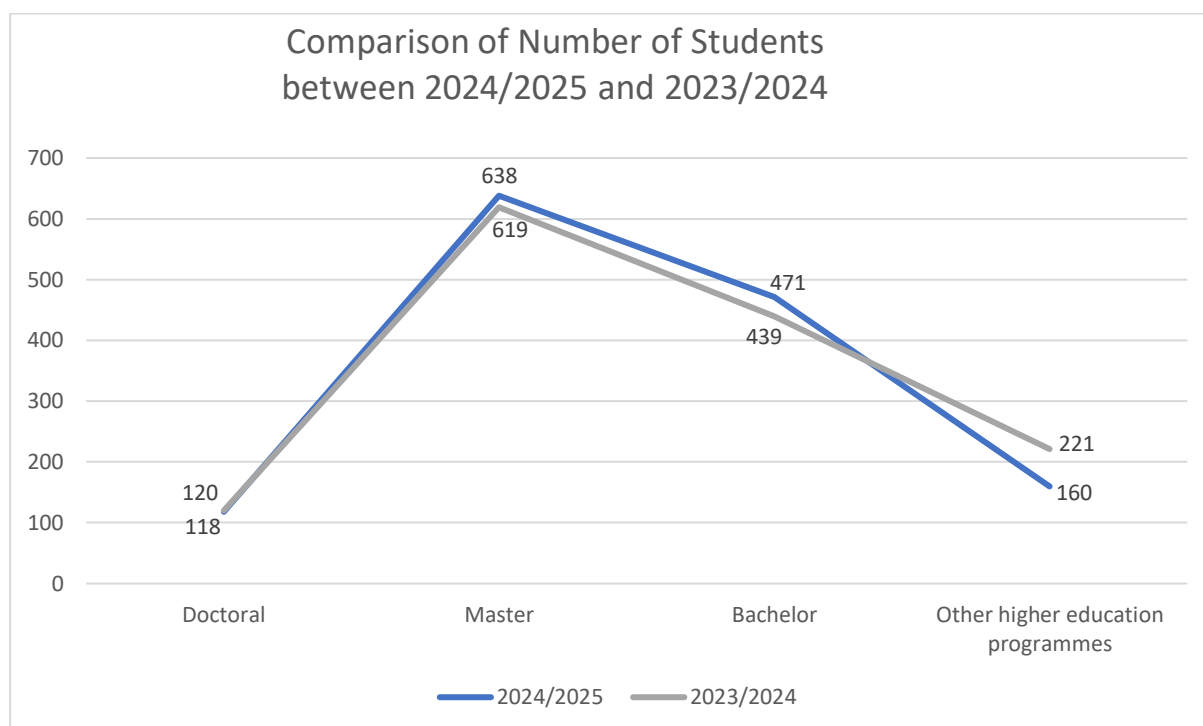


TEACHER-STUDENT RATIO: 1 : 16.1

A comparison of figures between academic year 2024/2025 and 2023/2024

❖ Students

Programme Level	Total Students 2024/2025	Total Students 2023/2024
Doctoral	118	120
Master	638	619
Bachelor	471	439
Other higher education programmes	160	221
Total	1,387	1,399

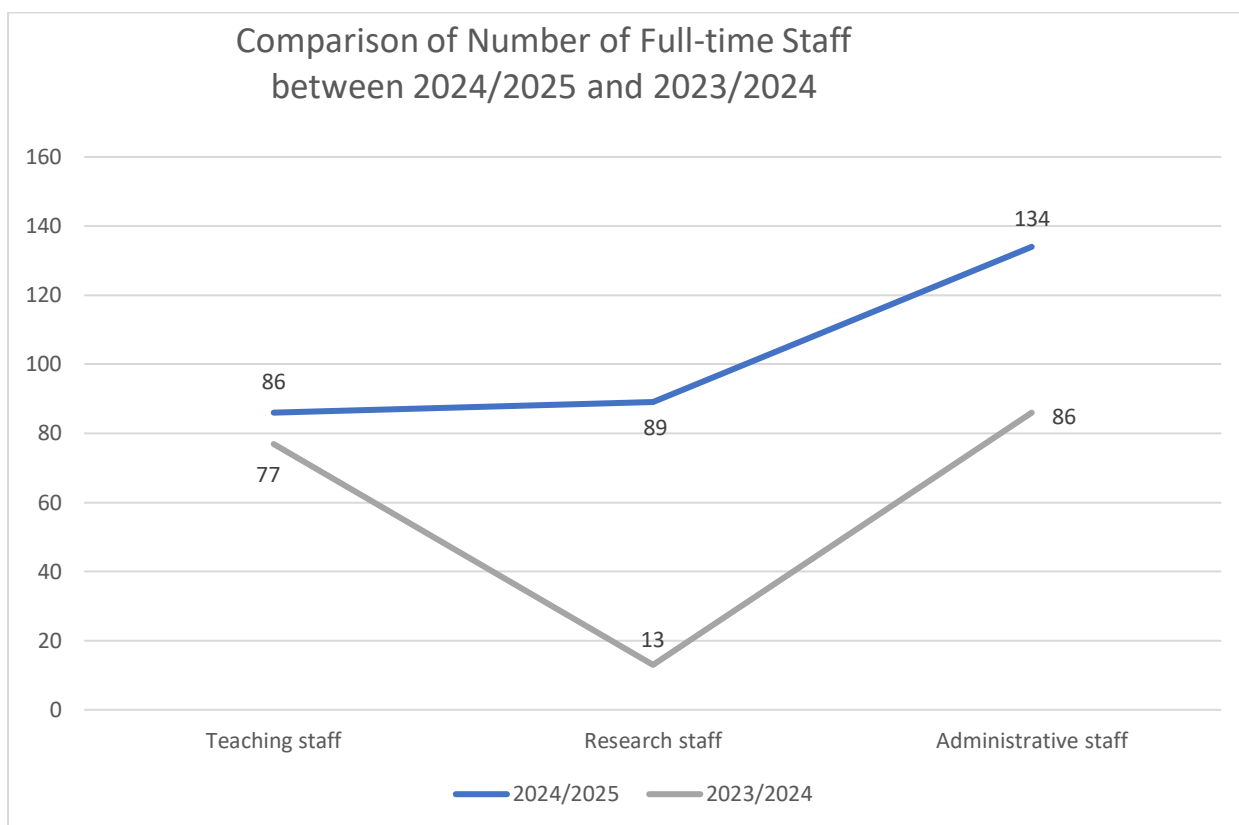


TOTAL NUMBER OF STUDENTS:  0.86%

❖ Academic Staff

Categories	Total Full-time Staff 2024/2025	Total Full-time Staff 2023/2024
Teaching staff	86	77
Research staff	89	13
Administrative staff	134	86
Total*	179	176

* As some personnel concurrently undertake teaching, non-teaching, or research duties, the total number comprising teaching staff, non-teaching staff, and research staff has been adjusted to exclude duplicate counts.



TOTAL NUMBER OF FULL-TIME STAFF:  1.7%

Academic programmes

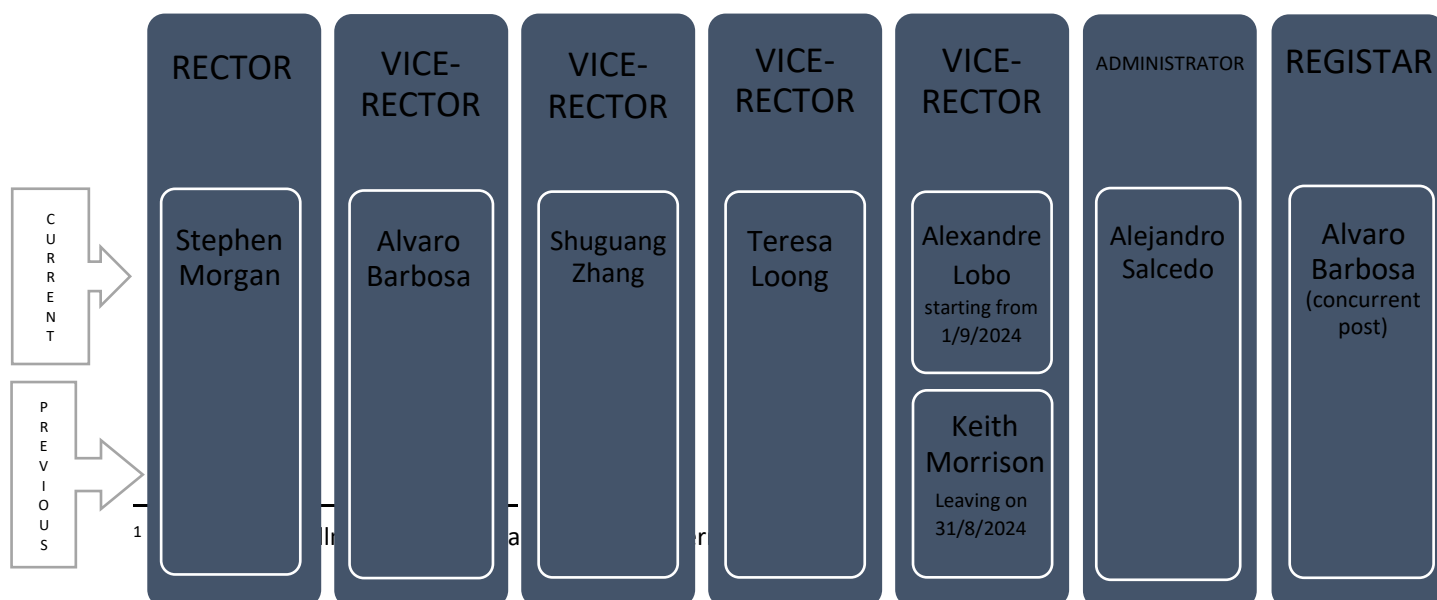
Breakdown of Application and New Enrolment by Programme 2024/2025

Programme	Unit	Level	Applicants	Acceptance	New Enrolment	Acceptance Rate	New Enrolment Rate
PhD in Business Administration	FBL	Doctoral	31	8	4	26%	50%
PhD in Education	SED	Doctoral	23	10	7	43%	70%
PhD in Global Studies	FAH	Doctoral	15	7	5	47%	71%
PhD in Government Studies	FBL	Doctoral	6	4	3	67%	75%
PhD in History	FAH	Doctoral	3	2	1	67%	50%
PhD in Information Systems	IDEAS	Doctoral	12	8	8	67%	100%
PhD in Psychology	FHS	Doctoral	6	2	2	33%	100%
PhD in Religious Studies	FRSP	Doctoral	8	4	3	50%	75%
PhD in Science	ISE	Doctoral	11	1	0	9%	0%
Master of Architecture	FAH	Master	25	17	15	68%	88%
Master of Business Administration	FBL	Master	108	41	21	38%	51%
Master of Communication and Media	FAH	Master	16	8	6	50%	75%
Master of Community Development	FBL	Master	12	6	5	50%	83%
Master of Counselling and Psychotherapy	FHS	Master	40	25	22	63%	88%
Master of Design	FAH	Master	44	22	13	50%	59%
Master of Education	SED	Master	165	68	60	41%	88%
Master of Environmental Sciences and Management	ISE	Master	23	6	4	26%	67%
Master of Government Studies	FBL	Master	14	9	7	64%	78%
Master of History & Heritage Studies	FAH	Master	14	6	4	43%	67%
Master of Neuroscience and Behaviour	ISE	Master	18	6	4	33%	67%
Master of Lusophone and International Public Law	FBL	Master	3	0	0	0%	0%
Master of Organizational Psychology	FHS	Master	31	16	12	52%	75%
Master of Philosophy	FRSP	Master	2	0	0	0%	0%
Master of Social Work	FHS	Master	35	23	22	66%	96%
Master of Catholic Studies	FRSP	Master	23	20	18	87%	90%
Bachelor of Architectural Studies	FAH	Bachelor	28	12	10	43%	83%
Bachelor of Business Administration	FBL	Bachelor	106	42	29	40%	69%
Bachelor of Christian Studies	FRSP	Bachelor	2	0	13	0%	0%

Programme	Unit	Level	Applicants	Acceptance	New Enrolment	Acceptance Rate	New Enrolment Rate
Bachelor of Communication and Media	FAH	Bachelor	64	28	21	44%	75%
Bachelor of Design	FAH	Bachelor	36	13	12	36%	92%
Bachelor of Education	SED	Bachelor	79	31	19	39%	61%
Bachelor of Environmental Science	ISE	Bachelor	19	10	8	53%	80%
Bachelor of Philosophy	FRSP	Bachelor	7	4	5	57%	125% ¹
Bachelor of Portuguese-Chinese Studies (Language and Culture)	FAH	Bachelor	9	2	0	22%	0%
Bachelor of Portuguese-Chinese Translation Studies	FAH	Bachelor	22	14	13	64%	93%
Bachelor of Psychology	FHS	Bachelor	80	34	18	43%	53%
Bachelor of Social Work	FHS	Bachelor	60	24	14	40%	58%
Foundation Course in Philosophy	FRSP	Pre-University	20	14	11	70%	79%
Post-Graduate Diploma in Education	SED	Post-Graduate Diploma	323	181	147	56%	81%
		Total	1543	728	566	47.2%	77.7%

1.2 USJ's structural and management changes

1.2.1 Senior management movement in 2024/2025



1.2.2 USJ service units in 2024/25



USJ SERVICE UNITS' FRAMEWORK FOR COLLABORATION 2024

ADMINISTRATION SERVICE UNITS OVERSIGHT: Administrator Alejandro Salcedo	
FHRO FINANCE AND HUMAN RESOURCES OFFICE Head of Office Gracinda Neves	<ul style="list-style-type: none"> Financial Management, Budgeting and Accounting Human Resources General Procurement Subsidies and Public Funded Projects Budgeting and Accounting
TFO TECHNOLOGY AND FACILITIES OFFICE Head of Office Tiago Monteiro	<ul style="list-style-type: none"> IT Infrastructure Development and Maintenance Campus Facilities Development and Maintenance Campus Operations, Helpdesk and Security Residential Hall Services Transportation and Vehicles IT and Infrastructural Procurement
SPRO SECRETARIAT AND PUBLIC RELATIONS OFFICE Heads of Office Miranda Kong (Secretariat) tbc (Public Relations)	<ul style="list-style-type: none"> Senior Management and Deans Secretariat Management of Councils and Committees' meetings Management and Record of Administrative Documentation Institutional Relations with DSEDJ Events Management Communication and PR with the Media and relevant stakeholders Management of USJ News and Events' Communication Corporate Communication Design Management of National Level MOUs

STUDENT AFFAIRS SERVICE UNITS OVERSIGHT: Vice-Rector Teresa Loong	
OSAA OFFICE FOR STUDENT AND ALUMNI AFFAIRS Head of Office Jenny Lam	<ul style="list-style-type: none"> Student Development and Exchange Alumni Relations Scholarships and Counselling Sports and Recreational Activities Internship and Career Development Organization and management of Graduation Ceremonies
DSRO DOMESTIC STUDENT RECRUITMENT OFFICE Head of Office Ben Lei	<ul style="list-style-type: none"> Promotion and advertisement for Student Recruitment at the National level including Mainland China, Macao, Hong Kong, and Taiwan Organization and participation in Recruitment Events in Macao, HK and Mainland China Liaise with DSEDJ in the area of National Student Recruitment Domestic Student Exchange

INSTITUTIONAL DEVELOPMENT SERVICE UNITS OVERSIGHT: Vice-Rector Zhang Shuguang	
IDO INSTITUTIONAL DEVELOPMENT OFFICE Head of Office David Yang	<ul style="list-style-type: none"> GBA Structural Development Projects Mainland China and Macao Cooperation Development of Regional Partnerships Liaise with National Government Entities in areas of the Strategic Development Assist the Rector in Mainland China Institutional Exchange Activities Assist the Rector in Institutional Development Related issues

ACADEMIC AND INTERNATIONAL AFFAIRS SERVICE UNITS OVERSIGHT: Vice-Rector Álvaro Barbosa (AAO & QAO as Registrar; IAO & PDO as V-R International)	
AAO ACADEMIC AFFAIRS OFFICE Head of Office Mavis Kong	<ul style="list-style-type: none"> Academic affairs and records Class scheduling National and International Admissions Interface with Finance Team Support the work of the Registrar
IAO INTERNATIONAL AFFAIRS OFFICE Head of Office Line Manager (interim)	<ul style="list-style-type: none"> International Partnerships and MOUs International Engagement with Academic Associations International Student Exchange International Promotion and Student Recruitment Management of International MOUs
QAO QUALITY ASSURANCE OFFICE Head of Office Lavena Cheong	<ul style="list-style-type: none"> QAE System Development Management of QAE repository of data and documentation Management of Institutional/Programme Accreditation and Review Processes Ranking Submissions and Data Gathering
PDO PORTUGUESE DELEGATION OFFICE Head of Office Francisco Peixoto	<ul style="list-style-type: none"> Partnership activities with CCCM in Lisbon Student Recruitment activities in Europe and Portuguese Speaking Countries Development of the Lisbon Innovation Campus Manage Portuguese Entities' Partnerships

RESEARCH AND INNOVATION SERVICE UNITS OVERSIGHT: Vice-Rector Alexandre Lobo	
LIB LIBRARY Head of Office Emily Chan	<ul style="list-style-type: none"> USJ Publishing Press Library infrastructure, On-line resources, and portfolio Management of Library Alliances and Partnerships USJ Archives
RSO RESEARCH SUPPORT OFFICE Head of Office Raymond Lam	<ul style="list-style-type: none"> Maintain a Research Portfolio Repository Validate Funded Projects Applications Monitoring Funded Projects Execution Oversight of the Project Management Team Support Research Coordinators Provide support on funding applications and research development
ISO INFORMATION SYSTEMS OFFICE Head of Office Marco Leong	<ul style="list-style-type: none"> Development and Maintenance of Information System Platforms Development and Management of Online Payment Gateways Development of Library Information Systems
ETLLO EXECUTIVE TRAINING & LIFE-LONG LEARNING OFFICE Head of Office Emil Marques	<ul style="list-style-type: none"> Development and Promotion of Executive Training Development and Promotion of Extension Training Programmes Management of Training Partnerships For Credit Summer and Winter Programmes

1.3 Internal mechanism for monitoring the implementation of the Charter

The mechanisms for monitoring the implementation of the Charter are included in the Charter itself. The three main deliberative bodies, the General Council, the Senate and the Executive Council, have complementary duties to oversee the normal functions of the University and ensure that they develop in accordance with USJ's *Mission, Vision and Strategic Development Plan*.

Elections for membership of the General Council and the Senate of the University took place in June 2024.

The Senate of the University met for the first time on 3 October 2024. It discussed and adopted internal rules of procedure in that meeting, and further three times during the year.

The Quality Assurance Office provided periodic reports to the Executive Council, as the standing committee of the General Council, regarding the approval, monitoring and review of regulations, policies and procedure as appropriate. Where necessary, these were brought to the General Council and the Senate for their consideration, approval and adoption.

The General Council has requested that the Rector provide a report on the operation of these bodies and the University's Charter in early 2024/25.

1.4 Effectiveness in teaching, academic success, and community engagement

- Faculty of Arts and Humanities (FAH)

30-09-2024 | Public Lecture | Dia Internacional da Tradução: Prática de Tradução e Interpretação em Macau



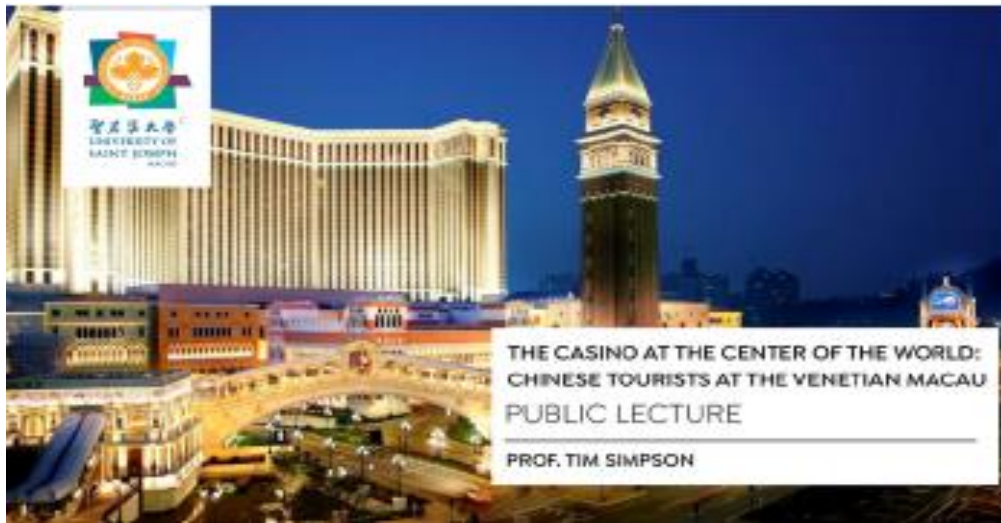
International Translation Day is celebrated annually on September 30th, aiming to praise and highlight the work of translation professionals. This year, to celebrate this special date, the University of Saint Joseph Macao invites Tao Chen, translator and interpreter who worked in a wide range of fields and has nearly a decade of professional experience, to talk about his perspective and reflections on the translation and interpreting practice in Macau. For this lecture, all the academic and professional community is invited to participate.

11-11-2024 | Exhibition | USJ Design Students at the Opening of the *SaloneSatellite* Exhibition in Hong Kong

The *SaloneSatellite* Exhibition is globally recognised as the first and most important platform to showcase the works of young designers under 35. Prof. Nuno Soares, the Head of USJ's Department of Architecture and Design, was selected to participate in this world-class event for four years, from 2007 to 2010, with his furniture system, *ConstrAction*, alongside Prof. Filipa Simões, the Programme Coordinator of the Bachelor of Design. Students had the opportunity to meet and interact with established designers, gaining insights into industry trends and practices. The opening event was attended by the founder and curator of *SaloneSatellite*, Marva Griffin Wilshire, as well as the President and General Manager of *Salone del Mobile.Milano*, Maria Porro and Marco Sabetta. The study visit is part of the Department of Architecture and Design's commitment to fostering a comprehensive education, providing practical and inspiring educational experiences that integrate real-world experiences into the academic curriculum.



25-11-2024 | Public Lecture | The Casino at the Center of the World: Chinese Tourists at the Venetian Macau



The Venetian Macau Resort is one of the world’s largest buildings, and perhaps Macau’s most popular attraction, visited by more than half of the tens of millions of Chinese tourists who enter the city each year. The Venetian’s massive gambling revenues have been crucial to Macau’s post-colonial transformation into the most lucrative site of casino gaming in global history, and one of the wealthiest territories on the planet. This talk explores the Venetian’s function in Macau’s local regime of casino capitalism, and the city’s pedagogical role in shaping citizen-consumers for China’s reform-era economy.

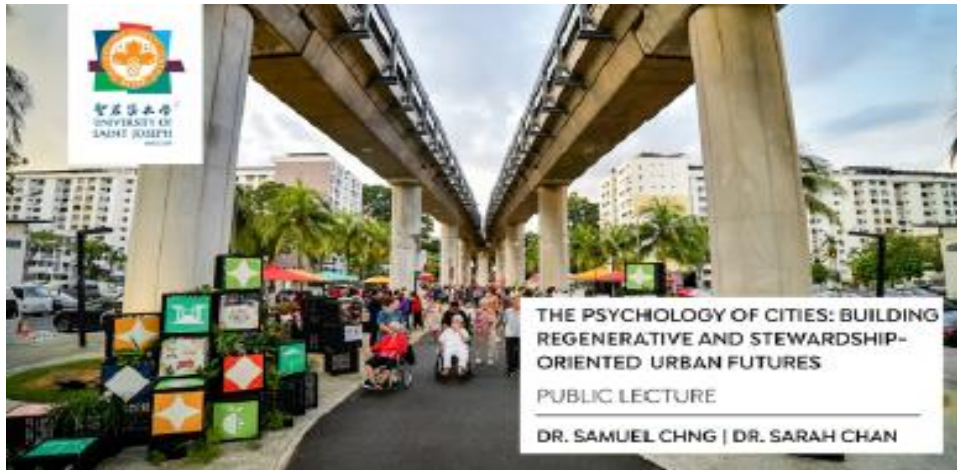
07-03-2025 | Public Lecture | “Know the Rules, and Break Them: Rethinking Web Design Conventions”



In the early 2000s, it was widely accepted that users wanted websites to work in ways they were already accustomed to. This belief led to the idea that designers should create websites that match these expectations. As a result, interfaces became standardized, following established conventions to provide a consistent and recognizable user experience across the web, which is why so many interfaces look remarkably similar today. But just like I don’t want

to live in a world where every building or every chair looks the same, I also don't want to live in a world where every single interface looks the same. I prefer a world where interfaces are diverse and unique.

10-04-2025 | Public Lecture | The Psychology of Cities: Building Regenerative and Stewardship-Oriented Urban Futures



Cities are more than just infrastructure—they are lived spaces shaped by human psychology. This talk explores how psychological insights influence urban experiences, social cohesion, and sustainability. It examines how cities can cultivate stewardship among communities, where citizens actively contribute to regeneration and resilience. The discussion will provide a forward-looking perspective on designing cities that not only support well-being but also inspire responsibility and collective action in urban life.

30-04-2025 | Symposium | TELL.ME | The 2nd International Symposium on Biographical Narratives in Media and Information Literacy Cities (in collaboration with the USJ Doctoral School)



The Tell.Me Symposium – a dynamic event exploring how personal stories can foster media-information-literacy and celebrate cultural diversity in modern cities, took place on April 30th.

The programme embraced invited lectures and two footnotes. Through invited lectures, research presentations, and artistic contributions, the participants discovered how biographical narratives: 1) Deepen understanding of the pluralism within urban communities, 2) Recover collective memory and value individual experiences, and 3) Contribute to developing ethical, media-savvy, and culturally-aware cities.

- **Faculty of Business and Law (FBL)**

23-09-2024 | Roundtable | Talk on Deepening Reform in China

On September 23, 2024, the University of Saint Joseph's Faculty of Business and Law, in collaboration with The Chinese Traditional Culture (Macau) Exchange and Development Association, hosted a roundtable discussing policies towards Hong Kong and Macao following the "Third Plenary Session of the 20th Central Committee of the Communist Party of China."

The event featured Mr. Kelvin Tan, Executive Vice President of International Marketing at Sands China Limited, Professor Sonny Lo, Vice President of HKU SPACE and honorary professor at the University of Hong Kong. It was attended by over 80 master's students and professors from various disciplines, including Dr. Teresa Loong, Vice-Rector of Student Affairs at USJ, and Professor Sergio Gomes, Head of the Department of Business Administration.



Ms. Mani Fok, President of the Chinese Traditional Culture (Macau) Exchange and Development Association, emphasised the importance of using English to bridge communication gaps regarding policy decisions. Mr. Tan highlighted efforts to balance public and private sectors, foster innovation, and enhance Macao's role along the "One Belt and One Road." Professor Lo reflected on the integration between Hengqin and Macao, noting opportunities for young entrepreneurs in the Greater Bay Area. The event underscored the significance of collaboration and communication in understanding China's development policies.

11-10-2024 | Congress | First Lusophone Arbitration Congress

The University of Saint Joseph (USJ) hosted the First Lusophone Arbitration Congress on October 11 and 12, 2024, at its Ilha Verde Campus. Co-organised by the Lusophone Arbitration and Mediation Association (ALAM), the Shenzhen Court of International Arbitration (SCIA), and the South China International Arbitration Center (SCIA HK), the event attracted over 100 delegates from China, Macao, Hong Kong, Portuguese-speaking countries, and the United Kingdom.

Supported by various organisations, including the United Nations Commission on International Trade Law and the Guangdong Lawyers Association, the congress emphasised the crucial role of arbitration in resolving commercial disputes. The opening ceremony featured notable attendees such as Ms. Leong Weng In, Deputy Director of the Legal Affairs Bureau of Macao SAR; Dr. Liu Xiaoxun, President of SCIA; Dr. Elaine Ng, Consul General of Portugal in Macao, and Hong Kong; and Rev'd Prof. Stephen Morgan, Rector of USJ.



Dr. Leonel Alves, ALAM General Assembly Chairman, officiated the congress, highlighting USJ as a vital platform for exchanging ideas between China and Portuguese-speaking countries. Bruno Nunes, ALAM Board Chairman and USJ Adjunct Lecturer, expressed gratitude for USJ's support in organising the event.

The congress included professional and academic contributions, an inaugural ceremony at Albergue1601, cultural showcases at Taipa Historic Houses, and a gala dinner at Wynn Palace Cotai's Fontana.

- **Faculty of Health Sciences (FHS)**

28-11-2024 | Roundtable | National Education for Children and Youth of Guangdong, Hong Kong and Macao Greater Bay Area – Love China, Love Macao

The ‘Roundtable on National Education for Children and Youth of Guangdong, Hong Kong and Macao Greater Bay Area – Love China, Love Macao’, co-organised by the Macao Observatory for Social Development (MOSD) and the Macau Association for Community Care Children, was held in the afternoon of November 28 at USJ’s Ilha Verde Campus. The event concluded fruitfully, with participants sharing their ideas on how to promote national education.

29-11-2024 | Forum | USJ Forum of Psychology

The USJ Forum of Psychology is an annual event organised by the Department of Psychology of the Faculty of Health Sciences for students of the 2nd year of the Master of Counselling and Psychotherapy (MCP) and the Master of Organisational Psychology (MOP) to present their research projects. Students will have an opportunity to practice communication skills that will come in handy for their oral defences, while inspiring Bachelor and future Master students, increasing awareness of what it takes to conduct a Master-level research project.



03-01-2025 | Forum | Tourism + Big Health Summit Forum

The ‘Tourism + Big Health Summit Forum’, hosted by Macao International Traditional Chinese Medicine Big Health Industry Development Association, co-organised by the Macao Chinese Medicine Pharmacy Association, Macao Hoteliers & Innkeepers Association, the Faculty of Health Sciences (FHS) of the University of Saint Joseph (USJ), and Funnel Pharmaceutical, and sponsored by MELCO, was held in the grand ballroom of Grand Hyatt Macao on the 3rd January, 2025. The event focused on the current situation, future trends and related countermeasures and suggestions for the development of the tourism health industry, promoted the construction of a Macao-style traditional Chinese medicine health industry system, and promoted the diversified development of Macao’s ‘1+4’ economic consumption.



In the seminar session, Dr. Cheung Kin Chung, Mr. Sek Song Weng and Dr. Jacky Ho, Dean of FHS at USJ, conducted in-depth discussions on the opportunities and challenges of tourism health industry in Macao. They all agreed that as a world tourism and leisure center, Macao has unique advantages in developing the tourism health industry with its unique advantages, overcoming cultural heritage and increasingly improved medical facilities. ‘We must fully tap the potential of the world’s tourism and leisure center and strengthen Macao’s traditional Chinese medicine and health industry.

Also, the ‘Tourism + Health Cooperation’ ceremony was held and invited the representatives from government departments, universities, professional associations, health product manufacturers, large tourism and leisure resort companies, etc. to participate in the cooperation to promote tourism and health industry of Macao.

- **School of Education (SED)**

27-06-2025 | Conference | Guangdong–Hong Kong–Macao Inclusive Education Exchange Conference



In June 2025, the School of Education co-organized the Guangdong–Hong Kong–Macao Inclusive Education Exchange Conference with the University of Macau, under the guidance of education authorities from Guangdong, Macao, and Hong Kong. The event brought together over 400 experts, scholars, school leaders, and educators from the Greater Bay Area and mainland China to discuss themes including differentiated curricula and learning support, inclusive policies and culture, and technology in inclusive education.

The conference featured keynote and thematic lectures by leading academics, panel discussions, and school visits, providing a platform for exchanging best practices and advancing collaboration in high-quality inclusive education.

24-07-2025 | Outreach | USJ-SED Delegation Visits Elim Autism School in Qingdao to Foster Early Intervention and Inclusive Education Dialogue

To promote exchange and collaboration between Macao and Mainland China in the fields of early intervention and inclusive education for children with autism, the School of Education at the University of Saint Joseph, with funding support from Macao Foundation, organized a delegation of faculty and students to visit Elim Autism School in Qingdao from July 21 to 24, 2025. This three-day educational visit was led by Assistant Professor Mo Chen with a group ten students from the School of Education with diverse backgrounds, including Master students majoring in Special Needs and Inclusive Education, PGDE student, and undergraduate student.



The core objective of this exchange was to enhance participants’ understanding of early intervention and inclusive education practices for children with autism in Mainland China,

while also providing future teachers and in-service educators who are passionate about special education with a concrete and in-depth cross-cultural learning experience.

Through this exchange, the delegation came to understand that early intervention and inclusive education for children with autism go beyond the classroom—they extend into the family and community as well. Looking ahead, the University of Saint Joseph hopes to maintain strong ties with Elim Autism School and explore future partnerships that facilitate knowledge exchange and joint development. The experience has provided valuable insights for informing special and inclusive education practices and policy advancement in Macao.

- **Doctoral School (DOC)**

06-11-2024 | Symposium | Annual Doctoral Symposium

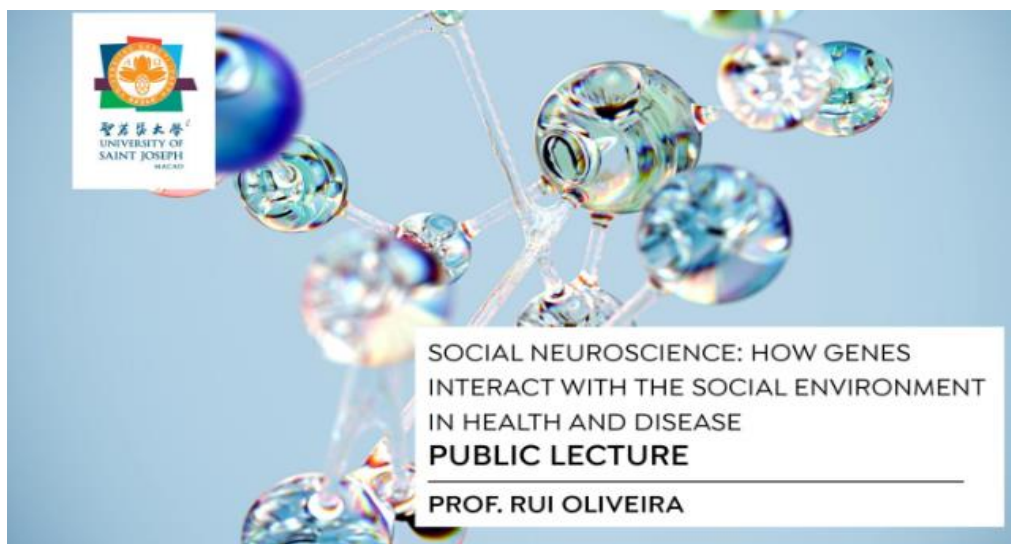


The Doctoral School organised the second edition of the annual doctoral symposium named after USJ Doctoral Symposium (DOCS 2024) with the motto “*Devising Multi-Inter- and Transdisciplinary Research*” held in the Green Island Campus from November 6 until November 8, 2024. The purpose of the Symposium is to offer doctoral students and supervisors, researchers and post-doctoral fellows, invited speakers, prospective candidates and the public, in general, a shared space for the presentation, discussion and exchange of experiences regarding the research strategies and results (preliminary, final) as also innovative multi-, interdisciplinary (and eventually transdisciplinary) investigation approach proposals considering the nine specialisations of the USJ Doctoral Programme: Global Studies, History, Religious Studies, Education, Psychology, Business Administration, Government Studies, Science and Information Systems.

- **Institute of Science and Environment (ISE)**

05-02-2025 | Public Lecture | Social Neuroscience: How Genes Interact with the Social Environment in Health and Disease

Group living is ubiquitous among animals, and it results from the benefits of living socially usually outweighing its costs. In humans, perceived social factors (e.g. social isolation) have a mortality-risk effect size as large as smoking, alcohol consumption, physical exercise or obesity. Despite these large effects, the mechanisms underlying social stress are still poorly understood. We hypothesize that the mechanisms that make individuals social must also be implicated in the detrimental effects of social stress, and that an optimal value of perceived social interactions should be balanced (aka social homeostasis). In this talk, I will present research from our lab using zebrafish as a study model that illustrates the role of oxytocin in promoting sociality and how social interactions feedback on organismal homeostasis, affecting physiological mechanisms in health and disease (using a melanoma fish model). Finally, I will show evidence of the epigenetic mechanisms through which the perception of social interactions changes brain transcriptome profile, which translates in changes in behavior and physiology.



1.5 Crisis management on campus

1.5.1. Statement of Safety Policy

The University of Saint Joseph is committed to ensuring the safety of all its students, staff, visitors, and employees, as well as contractors operating on all University premises.

The University will make all reasonable arrangements to fulfil this commitment. The Health and Safety Policy (Policy) requires all administrative units, faculties, and contractors to comply with the relevant legal and regulatory/contractual requirements, identify and prevent

hazards and risks, report emergency incidents, ensure students and employees are adequately informed of those hazards and risks, and be aware of emergency procedures. In times of emergency, all administrative units, faculties, staff, students, visitors, and employees of contractors must work together under central coordination to secure safety and protect life and property. Whenever required by law, and immediately informing the University, everyone shall report an emergency incident to the Fire Department of Macau, the Police Department, DSEDJ, or other relevant public authorities.

1.5.2. General Emergency Management Plan

To implement the Health and Safety Policy, the Executive Council developed a General Emergency Management Plan (the Plan), which applies to all University operations, both on campus and in university-controlled or off-campus premises. Since the academic year 2021-2022, the University has promulgated the following documents, which are now in effect.

1.5.2.1 Drug, Alcohol, and Smoking Policy

1.5.2.2 Emergency Evacuation and Operation Policy

1.5.2.3 Procedure Responding to the Death of a Student

1.5.2.4 Procedure for Responding to the Death of University Faculty or Staff Member

1.5.2.5 USJ Policy on Political Activities

1.5.2.6 USJ Disciplinary Policy for Staff

The University is also developing more policies, procedures, guidelines, and detailed emergency plans for the prevention and management of specific types of emergency incidents, including, but not limited to, infectious diseases, food and beverage hygiene and safety, suicide, traffic and activity accidents, and other criminal offenses.

This Plan provides the management responsibilities and general procedures to follow during and after an emergency. The Plan's purpose is to:

- a) Save and protect the lives of students, teachers, other employees, and the public.
- b) Save and protect the properties that belong to the University and members of its community, as well as the public.
- c) Provide essential emergency responses and services during crises, including supporting services to obtain, establish, or maintain effective communications and rescue aid.

This general plan applies to all types of events of emergencies that occur anywhere on the campuses or premises of the University, including those caused by fire, leaking or misplacement of hazardous materials, construction accident, earthquake, terrorist attack, pandemic flu outbreak, or any other major natural or man-made disaster or incident that requires emergency responses.

1.5.3. Responsibilities

Responsibilities for safety and emergency management shall be defined in accordance with the laws of Macau, the University's internal regulations, relevant contracts, and agreements. The Catholic Foundation for Higher Education, as the titleholder of the University, and the University, as a legal entity, are jointly responsible for maintaining a safe learning and working environment within the University. The Executive Council is responsible for introducing the Policy and Plan. To enhance preparedness and improve the University's ability to respond to, and recover from, all threats towards the University and its members, in the first semester of 2020-2021, the Health and Safety Committee was retitled as Health, Safety and Environment Committee the Policy and Plan regarding the Health, Safety and Environment issues. The Deans of faculties and Heads of administrative units are responsible for ensuring compliance with the Policy and Plan. The security company, campus/property management company, and/or other contractors providing services to the University are responsible for safety management defined under their contracts with the University.

1.5.4. Laws and Authorities

The Policy and Plan are established in accordance with the relevant laws and authorities of the Macau SAR. One of them is Chief Executive Instruction No. 297/2012. When there is an emergency as defined under this Instruction, such as a serious natural disaster, man-made accident disaster, hazardous material/waste crisis, public health crisis, or public security incident, the University shall report to the Government of Macau and provide support to the government agency to take the lead in handling the event.

1.5.5. Health, Safety, and Environment Committee

The Health, Safety, and Environment Committee (HSEC) is a standing committee of the University. This is a University-wide committee consisting of representatives from across the institution, with the Heads or delegates from the following Offices:

- Secretariat and Public Relations Office
- Counselling Centre
- Finance and Human Resources Office
- Office for Student and Alumni Affairs
- Technology and Facilities Office
- By invitation, Co-opted Members and/or external advisors can join the Committee in attendance with voice and without voting rights on relevant agenda items.

The Committee adopts a proactive stance to promote, disseminate and sustain health, safety, and environment in the work of the University and all its members, and the prevention of risk. The Committee reports to the Administrator of the University. It is recommended that one

of the members shall have expertise in counselling or medical service or good experience in communicating and working with local law enforcement agencies or other relevant departments of the government.

1.5.6. Safety Education, Training, and Preparation

All staff and students are required to participate in safety education and training activities organised by the university.

The Guidelines are distributed to all members of the USJ community through the internet or in hard copies and shall be included in the information package for new staff and students. The FHRO (Finance and Human Resources Office) and OSAA (Office for Student and Alumni Affairs) are responsible for delivering the information and informing new staff and students.

The University shall support duty officers and other relevant staff in participating in more specialized training when such a training program is made available and considered appropriate. The HSEC may organise regular or special meetings to identify needs and risks, and develop more detailed strategies, procedures, and action plans for the effective preparation and handling of emergency incidents.

1.5.7. Disclosure of information

The HSEC shall determine when to notify the media and/or disclose information to the public regarding the emergency incident. Once an emergency incident is announced or disclosed, the HSEC shall provide updates on the University website or by other means. Such a disclosure shall be approved by the Rector or Acting/Duty Vice-Rector.

1.5.8. Emergency Phone Numbers

The government emergency phone number to report a crime, fire, medical emergency, or serious threat to life and property in Macau is 999. The University of Saint Joseph emergency contact is 62976969.

1.5.9. Anti-Fraud Campaign

The university has been working closely with the Judiciary Police on implementing different strategies on the Anti-Fraud Campaign, including but not limited to the following:

1. The university has disseminated the "Letter to Parents" jointly issued by the Judiciary Police and DSEDJ to the mainland students newly admitted to USJ prior to their arrival.
2. Posters for anti-fraud have been posted in designated areas on campus.

3. The information on anti-fraud has been delivered to all the new students during the orientation programme.
4. The anti-fraud survey, designed by the Judiciary Police, has been sent to all local and mainland students.
5. The Judiciary Police was invited on campus during the International Cultural Carnival, and on other occasions, to promote awareness of spam and enhance the anti-fraud capabilities of the university community.
5. The representatives of the university meet with the Judiciary Police regularly for any updates on the anti-fraud matters.

Anti-Fraud Awareness Event

Date	14 March 2025
Venue	University of Saint Joseph
No. of Participants	60 students

Objectives:

The event aimed to raise students' awareness of fraud prevention and featured an anti-fraud promotion vehicle and four themed booths: Smart Anti-Fraud Station, Get to know Anti-Fraud Mini Programme, National Fraud Prevention Campaign, and Anti-Fraud Elite Photo Booth.

Description:

Through interactive and engaging activities, the participants learned about common telecommunications and online fraud tactics, response strategies, and the use of anti-fraud applications in a relaxed atmosphere. This initiative further strengthened USJ students' vigilance against fraud, equipping them with the knowledge to better identify and respond to fraudulent activities.

News: <https://www.usj.edu.mo/en/news/judiciary-police-promotes-anti-fraud-awareness-on-usj-ilha-verde-campus/>

1.6 Enhancing Educational Standards with Artificial Intelligence Technologies

▪ 2024 Artificial Intelligence Education Forum

On 22 October 2024, Professors Rochelle Ge, Dean of the School of Education, and Hao Wu, Assistant Research Professor and Research Coordinator, attended the 2024 Artificial

Intelligence Education Forum at The Venetian Macao. The forum, held in conjunction with the 75th anniversary of the People’s Republic of China and the 25th anniversary of the Macao SAR, centred on “Future Classrooms, Artificial Intelligence, and Campuses.” It brought together educators and industry experts to examine AI’s role in education.



Prof. Hao Wu delivered a keynote titled “The Potential, Challenges, and New Directions of Artificial Intelligence in Educational Assessment,” outlining how AI can transform assessment practices while highlighting practical challenges and future research directions. The forum fostered collaboration and discussion on integrating AI technologies to drive innovation in teaching and learning.

▪ **Seminar: Artificial Intelligence: Holography & Medicine**



The seminar took place on 31st October 2024 and aimed at exploring and reviewing Artificial Intelligence’s evolution from traditional laboratory practices and hands-on techniques, through computer-based methods, to advanced computer modelling. Speakers described this progression as a shift in scientific reasoning—where ideas once considered speculative are

now being realised—and highlighted how virtual-reality research has enabled the successful development of new medical procedures.

▪ **Guangzhou Artificial Intelligence and Interdisciplinary Forum**

Prof. George Du, Dean of the Institute for Data Engineering and Science (IDEAS) and Director of the Smart Elderly Healthcare Lab at the University of Saint Joseph (USJ Macao), presented a keynote speech at the Guangzhou Artificial Intelligence and Interdisciplinary Forum held on 23rd November 2024 at Guangzhou University.

In his keynote presentation titled “Classification of MCI Based on Multi-Modal Imaging Data Using Artificial Intelligence”, Prof. Du introduced a spectral convolved method for classifying mild cognitive impairment (MCI). His findings demonstrated how multi-modal information fusion and an enhanced model receptive field significantly improve diagnostic performance, offering valuable insights for the early clinical diagnosis of MCI. The research team plans to incorporate additional data modalities to further enhance model effectiveness.



The forum gathered various leading artificial intelligence scientists, entrepreneurs, and scholars to discuss the frontiers and applications of artificial intelligence and interdisciplinary research, aiming to explore new opportunities for collaboration. A key segment of the event was the “Artificial Intelligence and Healthcare” sub-forum, successfully held at the Loft Hotel in Guangzhou University Town.

Invited speakers included Prof. Wei Qiang from Guangdong Provincial People’s Hospital, Liu Si, PhD, Head of AI Technology at Golden Field Medical Company, Prof. Zhang Kang of Guangzhou Medical University, and international experts such as Prof. Yang Yuedong from Sun Yat-sen University and Tencent researcher Zhao Peilin, and Prof. He Jing from the University of Cambridge.

2) FINANCIAL PERFORMANCE

2.1 Analysis of USJ's financial condition in 2024/2025

The University of Saint Joseph's financial position for the 2024/2025 academic year reveals significant challenges in both asset management and overall sustainability. The institution reported total assets of MOP 18.33 million, comprised of MOP 8.71 million in non-current assets and MOP 9.62 million in current assets. Non-current assets are heavily depreciated, with teaching equipment and other fixed assets showing minimal net value after accumulated depreciation. This indicates that while the university has invested substantially in infrastructure and equipment in the past, much of this investment has already lost book value, leaving limited tangible support for long-term financial stability. Current assets are modest, with cash and bank deposits totalling only MOP 4.73 million, which is insufficient relative to the scale of liabilities due within the year.

On the liabilities side, the university faces a heavy burden of short-term obligations—current liabilities total MOP 89.91 million, dominated by short-term borrowings and overdrafts of MOP 57.25 million. In addition, tuition fees and deposits received in advance (MOP 16.11 million) and deferred income (MOP 12.76 million) highlight the institution's reliance on student enrollment as a primary source of liquidity. Other payables and accrued expenses further strain the balance sheet. Notably, the university reported no non-current liabilities, meaning its debt structure is concentrated in short-term financing, which increases refinancing risk and pressure on cash flow management.

The negative net equity of MOP 71.58 million, combined with accumulated losses exceeding MOP 206.55 million and a current-year deficit of MOP 35.28 million, underscores the urgent need for targeted financial strategies. Detailing planned measures to recover and improve equity will help stakeholders understand the university's proactive approach to economic recovery.

The university's ongoing efforts to restore financial stability and sustainability aim to reassure stakeholders of a committed path forward, despite the significant challenges faced.

The university is actively pursuing strategic financial adjustments, including revenue diversification, to address the imbalance between income and expenditure and strengthen resilience.

Revenue Analysis:

- **Tuition and Registration Fees (Higher Education):** The most significant revenue stream, contributing MOP 62.47 million (53.52%), demonstrates the university's heavy reliance on student fees. This dependence exposes the institution to enrollment fluctuations and affordability concerns.
- **Government Subsidies and Grants:** At MOP 40.35 million (34.57%), public funding remains a critical support pillar. However, the proportion suggests limited diversification beyond government reliance.

- **Private Services and Donations:** Income from private services (MOP 7.01 million, 6.01%) and external donations (MOP 1.64 million, 1.40%) are relatively modest, indicating untapped potential in fundraising and partnerships.
- **Other Minor Sources:** Financial income, non-recurring revenues, and owner allocations collectively contribute less than 2%, reflecting minimal impact on overall sustainability.

The revenue structure, with nearly 90% coming from tuition and government subsidies, presents a concentration risk. Outlining specific initiatives to diversify income sources, such as expanding private services and donations, will demonstrate a strategic response to reduce vulnerability and enhance financial resilience.

Expenditure Analysis:

- **Personnel Costs:** Salaries and benefits dominate spending, totalling MOP 99.22 million (65.28%) across teaching, non-teaching, and research staff. This reflects the labour-intensive nature of higher education but also raises concerns about cost efficiency.
- **Campus Maintenance and Infrastructure:** Significant allocations include MOP 17.75 million (11.68%) for maintenance and MOP 1.81 million (1.19%) for construction. While necessary, these costs contribute heavily to the deficit.
- **Student Support:** Scholarships and aid amount to MOP 10.99 million (7.23%), demonstrating commitment to accessibility but adding financial strain.
- **Other Expenditures:** Library services (MOP 2.72 million, 1.79%), research funding (MOP 1.62 million, 1.07%), and promotional expenses (MOP 1.45 million, 0.95%) are relatively modest but collectively add pressure.

Overall, the expenditure profile is staff-heavy and infrastructure-intensive, leaving limited flexibility for innovation or expansion. Improving cost efficiency, especially in personnel and infrastructure spending, is critical for the university's long-term financial health.

The MOP 35.28 million deficit represents nearly 30% of total revenues. The University of Saint Joseph's 2024/2025 financials highlight a structural deficit driven by high personnel and maintenance costs, offset by concentrated revenue streams. Strategic reforms in revenue diversification, cost management, and external fundraising are essential to restore financial stability, and they have been our priority for the coming years.

2.2 Balance sheet

Please refer to the proforma FINC01.

2.3 Consolidated income and expenditure statement

Please refer to the proforma FINC02.

2.4 Subsidies or funding from the government and public organisations

The Project Monitoring Team (PMT), a vital component of the Finance and Human Resources Office (FHRO), oversees projects spearheaded by various project leaders that rely on external funding. This team's efforts are fundamental to cultivating trust and confidence among stakeholders, ensuring that all procedures comply with both internal policies and external regulations. Furthermore, to pursue operational excellence, a comprehensive Procurement Policy has been established. With the dedicated support of the Procurement Units, this policy ensures that equipment and service acquisitions are conducted efficiently and transparently.

The PMT diligently maintains meticulous records of each project approved by the USJ's Executive Council (EC), overseeing financial matters and verifying that expenditures are strictly aligned with the submitted budget. All purchases and payments related to these projects must receive prior approval from the PMT, in accordance with their defined budgets and the available funds. Recognising the importance of communication, the PMT proactively reminds project leaders of their responsibility to provide periodic updates on their projects' progress and to submit detailed final reports on time. This collaborative approach underscores the shared commitment to ensuring the success and sustainability of each project.

****Procedures for Executing Available Funds****

The Project Leader or designated Person in Charge (PL) initiates the process by contacting the Procurement Units to request detailed quotations for the desired goods or services. This engagement is characterized by clear guidance and ongoing support throughout each phase of the procurement process. Upon receiving the quotations, the PL carefully endorses them on the Procurement or Payment Request Form, verifying that each item meets the stringent criteria outlined in the procurement policies before submission.

Once the endorsed quotation, accompanied by the approved Payment Request Form, is submitted to the PMT, the team meticulously reviews and cross-references it with the approved proposal. If the quotation falls within the established category and budget for each item, the PMT marks the quote for approval and forwards it to the Head of FHRO for final authorization.

Upon receipt of the necessary approvals, the Procurement Units spring into action, facilitating the purchase or acquisition of the service with clearly defined responsibilities assigned to designated personnel. Simultaneously, the Treasury Section of the Finance and Human

Resources Office prepares to process the payment in accordance with the specific payment terms and methods outlined in the initial request.

Once the activity is complete, the Project Leader must submit a comprehensive report to the PMT within 2 weeks. This report must include all pertinent documents, including photographs and printed materials, that collectively contribute to the consolidated information prepared for the sponsors. This detailed documentation not only reflects the project's accomplishments but also reinforces the commitment to transparency and accountability in the use of external funds.

2.5 Internal audit mechanism on using funding from Macao government

2.5.1 Measures have been taken for the profit/loss

In light of the university's ongoing challenges with recurring financial losses, we are implementing a bold, comprehensive strategy to decisively address these issues and secure a prosperous economic future for our institution.

1. **Rigorous Financial Assessment and Strategic Budget Optimisation:**

We are undertaking a meticulous examination of our financial framework, scrutinising every aspect of our expenditures to unearth and rectify inefficiencies. This critical evaluation empowers us to strategically reallocate resources to high-impact programs that drive student success and ensure the highest standards of academic excellence. By prioritising these core initiatives, we are not just remedying the symptoms of financial strain; we are proactively building a sturdy foundation for recovery and growth.

2. **Dynamic Revenue Generation Initiatives:**

In response to our financial challenges, the university is embracing innovative revenue-generating strategies with renewed vigour. We are expanding our continuing education programs and launching cutting-edge online courses tailored to address the diverse needs of today's learners. By forging impactful partnerships with local industries, we aim to create synergies that not only bolster our financial resources but also enhance the educational experience within our community.

3. **Robust Cost Control Measures:**

To achieve financial stability, we are implementing stringent cost-control protocols across all departments. This includes conducting comprehensive efficiency audits to dissect our operations, eliminate waste, and ensure that each dollar spent aligns with our strategic objectives. By negotiating favourable terms with our vendors and suppliers, we will improve our financial position while maintaining the quality of our offerings.

4. **Energized and Targeted Fundraising Efforts:**

Our fundraising initiatives are being revitalised with a renewed commitment to engaging our alumni and community supporters, inviting them to join us in our mission. We are dedicated to crafting compelling campaigns that inspire investment in our future while building a strong sense of community. Simultaneously, we are actively pursuing grants from government and private sources that align with our academic vision, significantly expanding our financial support network.

5. **Elevated and Strategic Enrollment Management:**

To stabilise and invigorate our enrollment figures, we are refining our recruitment and retention strategies with precision and urgency. We are enhancing student support services and offering competitive scholarships to create an inclusive, stimulating environment that attracts a diverse, engaged student body. This focus on inclusivity is instrumental to our long-term sustainability and vibrancy.

6. **Empowering Financial Literacy Initiatives:**

Recognizing the vital importance of informed financial management, we are introducing comprehensive financial literacy programs tailored for our students, faculty, and staff. These initiatives will equip our community with essential knowledge, empowering individuals to make sound financial decisions that contribute to personal success and to the university's overall fiscal health.

Through these decisive and strategically aligned measures, we are firmly committed to reversing the trend of annual financial losses. Our proactive approach reflects our steadfast dedication to excellence, transparency, and accountability, ensuring that we emerge stronger and more resilient in the face of challenges. Together, we will cultivate a sustainable financial model that not only supports our educational mission but also enriches the experience of every member of our university community.

2.5.2 Calculation on Depreciation

USJ adheres to a systematic approach to asset management by applying straight-line depreciation over each asset's useful life. This method ensures a consistent allocation of depreciation and amortization expenses over time, reflecting the gradual consumption of an asset's value. As a result, depreciation and amortization rates fluctuate based on the number of years remaining in each asset's lifespan. Additionally, USJ complies with the minimum depreciation and amortization rates established in Decree-Law 4/90/M, ensuring that all financial practices comply with regulatory standards while maintaining transparency and accuracy in its financial reporting.

2.6 Analysis of measures to address profit or loss situation

天主教會大學暨高等教育基金 Fundação Católica de Ensino Superior Universitário

Your reference	Date of your reference	Our reference	Date
n/a	n/a	001/CFHE/2026/E/GN	15/01/2026

TO WHOM IT MAY CONCERN

This is to confirm that the Catholic Foundation for Higher Education is fully aware of the current financial situation of the University of Saint Joseph, and that the Foundation is undertaking all necessary measures and actions to ensure and maintain the financial stability and sustainability of the University.

Yours sincerely,



The Most Reverend Stephen Lee Bun-sang
Bishop of Macao
President of the Catholic Foundation for Higher Education

2.7 Average costs of programmes for students

Please refer to the proforma FINC04.

2.8 Expenditure on scientific research

Please refer to the proforma FINC05.

3) QUALITY ASSURANCE AND EVALUATIONS

3.1 Internal quality assurance operations

USJ's Quality Assurance and Enhancement (QAE) framework is comprehensive and multifaceted, serving as the foundation for quality assurance and continuous improvement across all levels—from institutional governance to individual staff practices. This framework is articulated in a suite of QAE documents and integrated into the University's committee structures, operational processes, and academic functions.

To uphold QAE principles, the University has established a robust governance structure, including:

- The General Council, Executive Council, Senate, and Senate Standing Committee;
- Faculty/School/Institute-level bodies (referred to hereafter as *academic units*), such as the Scientific Council, Pedagogical Council, and Boards of Examiners;
- External Advisory Boards, ensuring alignment with industry and societal needs.

Key components of the QAE framework include:

(a) [University-wide QAE Framework](#)

Implemented since 2018/2019, this framework encompasses seven core areas:

1. Governance, Management and Administration
2. Students
3. Staff
4. Academic Programmes
5. Quality Assurance and Enhancement
6. Campus Premises, Facilities, and Learning Resources
7. Fees and Charges

Designed as a foundational document, it emphasizes the pervasive role of quality assurance across all University operations.

(b) Programme- and Module-Level Frameworks

- [The Programme-Level Framework](#) identifies critical elements for quality focus.
- [The Module-Level Framework](#) aligns with both the University and Programme Frameworks, ensuring consistency.

(c) [Quality Assurance in Research](#)

With research gaining prominence, the Quality Assurance Office issued Quality Assurance of Research at the University of Saint Joseph (November 2023), focusing on:

- Research Environment, People and Culture
- Research Outputs, Contribution to Knowledge and Understanding
- Engagement in, and Impact of, Research

These are assessed at three levels: University, Faculty, and Individual Staff Member.

(d) Student Feedback Mechanism

The University conducts routine student feedback on every module through its Student Responses to Instruction (SRTI) questionnaire; staff-student consultation and feedback are also conducted through its Pedagogical Council in each academic unit.

(e) Annual Student Life Survey

On an annual basis, a university-wide survey of “Student Life in USJ” is conducted to gather students’ views about the different areas of USJ, including but not limited to services, support, learning engagement, extra-curricular, facilities, teachers, etc. It plays a significant role in the improvement and QAE work, complementing the feedback collected through other channels, e.g. the Pedagogical Council within an academic unit.

(f) [External Advisory Boards](#)

Each academic unit engages external stakeholders semesterly to ensure programmes remain relevant to industry trends and graduate employability.

(g) Boards of Examiners

The University has installed Boards of Examiners within academic units to ensure that Agreement Trials, moderation procedures and scrutiny of marks are conducted, so that the standards and grades are secure, reliable and fair. Staff development for the operation of Boards of Examiners is provided. Guidance on assessment is also provided for Visiting Academics.

(h) [Graduate Attributes](#)

Embedded University-wide, these define the expected competencies of all graduates, further reinforcing QAE.

(i) Academic Programme Approval and Amendment Process

Proposals for new academic programmes or major amendments to existing programmes undergo a rigorous review and approval process, including:

- The Executive Council, which oversees the administrative aspects of the proposal, ensuring alignment with the University's strategic objectives
- The Faculty's Scientific Council of the Faculty, which reviews and finalizes the academic elements of the proposal.
- The Senate, which assesses the proposal's opportuneness and approves the study plan.
- The General Council, at the proposal of the Senate, gives the final authorization.

(j) Programme Reviews and Academic Standards

Areas of focus in Programme Reviews, Academic Standards and Externality, which are set out in the *University's Framework for Quality Assurance and Enhancement*, basically follow the guidelines set out by the Higher Education Bureau of Macau SAR government.

(k) Strategic Development and KPIs

The University's Strategic Development Plan is supported by Key Performance Indicators to track progress.

(l) Data Collection and Monitoring

A pan-university data collection system has been set up so that data are collected properly, kept, and monitored on a regular basis. The data include, but are not limited to, matters of staff, students, academic and research records and repository, external and internal matters, staff development, quality assurance etc.

(m) Document Review and Updates

QAE documents undergo annual revisions and are housed in a user-friendly, updated repository.

(n) Staff Development in QAE

Ongoing staff development on QAE is provided to ensure that quality assurance and enhancement is deeply embedded in the practices and culture of the University.

3.2 Professional accreditation

The University does not have any programme that has gone through professional accreditation.

3.3 Follow-up actions on evaluations

Please refer to the proforma RAEN03.

3.4 Follow-up actions on Institutional Accreditation

The University has not gone through institutional accreditation.

3.5 Other works on quality assurance

To benchmark its contributions to the Sustainable Development Goals (SDGs), USJ continued to participate in the Timers Higher Education Impact Rankings in the 2024/2025 academic year. This reflects the University's commitment to driving positive impact through education, research, community engagement, and sustainable operations.

4) SCIENTIFIC RESEARCH & ACADEMIC DEVELOPMENT

4.1 Development in scientific research and academic works

Please refer to the proforma REAN05.

4.2 Information on industrial incubation and transformation of results

Please refer to the proforma REAN06.

4.3 Large-Scale academic activities, training, certification and research programmes

▪ USJ Ceremony for the Conferral of Honorary and Higher Degrees 2024

The University of Saint Joseph (USJ) held its 2024 Graduation Ceremony for the Conferral of Honorary and Higher Degrees on Saturday, **10th of December 2024**, at the *Auditório Centenário de Fátima* in USJ Ilha Verde Campus. The event was also live-streamed.

The ceremony was officiated over by Ms. Ao leong U, Secretary for Social Affairs and Culture, on behalf of the Honorable Chief Executive of the Macao SAR Government with the presence of distinguished guests, including the Most Rev'd Bishop Stephen Lee Bun Sang, Bishop of the Catholic Diocese of Macau and Chancellor of USJ, representatives from the Liaison Office of the Central People's Government in SAR, the Education and Youth Development Bureau (DSEDJ), the Social Welfare Bureau (IAS), Diplomatic Corps accredited in Macao, Fellows from the Catholic Foundation for Higher Education, honorary guests, higher education institutions in Macao and Hong Kong, donors of USJ, and local associations.



During the ceremony, two Honorary Doctorate degrees were conferred in recognition of exceptional service to society. His Eminence John Cardinal Tong, Bishop Emeritus of Hong Kong, was awarded an Honorary Doctorate of Divinity *Honoris Causa* for his dedication to fostering understanding and peace across cultures and faiths through his pastoral care and spiritual leadership, and Mr. Anthony Kwok-Ki Yeung, JP, received an Honorary Doctorate of Business Administration *Honoris Causa* for his notable achievements in business and his commitment to ethical leadership and philanthropy, exemplifying how commerce can serve as a powerful force for good.



The graduation ceremony also celebrated the accomplishments of 106 postgraduate students from USJ's Faculty of Religious Studies and Philosophy, Faculty of Arts and Humanities, Faculty of Business and Law, School of Education, Faculty of Health Sciences, and Institute for Data Engineering and Science. Among these graduates, 7 were awarded doctoral degrees, and 99 received master's degrees.

In her address, Secretary for Social Affairs and Culture Ms. Ao leong U remarked that with the strong support of the Central Government, Macao is moving towards the direction of becoming an international high talent centre, and Macao's higher education is now facing unparalleled opportunities. The SAR Government has been strengthening the establishment of Macao's higher education system and promoting the development of higher education institutions to enhance their regional and international visibility and competitiveness. Meanwhile, the SAR Government has been intensifying the co-operation between higher education institutions and enterprises to promote the formation of an organic integration of industry, academia and research, so as to effectively bring into full play the role of higher education institutions in supporting the development of Macao's economy in an appropriate and diversified manner. She also hoped that USJ continues to fulfil its mission and actively cooperate with the SAR Government in nurturing more high-quality professionals who 'love the country and love Macao', and possess an international outlook and innovative mindset.

In his address, the Rector of USJ, Rev'd Prof. Stephen Morgan, congratulated the graduates on their remarkable achievements. He emphasized that the ceremony reflects USJ's enduring mission to foster genuine human flourishing and its commitment to being deeply rooted in Macao and China while engaging with the global academic community. He stated that the university's dual commitment to advancing knowledge and nurturing individual human development remains central to its mission.



The graduation ceremony concluded with speeches given by student representatives from different degrees featuring messages of gratitude, hope, appreciation, and encouragement directed to the guests, families, faculty members, and colleagues.

- **USJ Doctoral Forum in Psychology**

On **February 11, 2025**, the USJ Doctoral School and the Faculty of Health Sciences organized a Doctoral Forum in Psychology at the Don Bosco Auditorium, Ilha Verde Campus. The keynote speaker was Associate Professor Miguel Farias, founding director of the Brain, Belief, & Behaviour Lab at Coventry University and Lecturer at Oxford University.



Prof. Farias addressed the replication crisis in psychological science, now a decade old, and discussed how his research on spiritual beliefs and practices, and their applications to mental

health, has evolved to confront biases in psychological research. He illustrated the use of diverse methodologies—from fMRI studies to fieldwork—and shared insights from his ongoing engagement with indigenous worldviews from the Amazon, which challenge conventional psychological assumptions.

A leading expert on meditation and the intersection of cognitive-behavioural and biological dimensions of spirituality, Prof. Farias has over 4,800 academic citations and an extensive career spanning Oxford, Cambridge, and Lisbon. He is the author of *The Buddha Pill: Can Meditation Change You?* and the *Oxford Handbook of Meditation*, and recipient of the William Bier Award from the American Psychological Association for his contributions to the psychological study of spirituality.

5) ACADEMIC EXCHANGE AND COOPERATION

5.1 USJ's internationalisation

The University of Saint Joseph (USJ) pursues a comprehensive internationalisation strategy built on four pillars: academic mobility, faculty development, international research cooperation, and transnational curriculum design. Through sustained participation in global education fairs and partnerships with educational agencies, USJ has significantly diversified its student body and strengthened its reputation within worldwide higher education networks.

This commitment is reflected in a multicultural faculty and research staff from across Europe, Asia, Africa, and the Americas. This diversity fosters a dynamic academic environment rich in cross-cultural dialogue, enhancing the relevance and impact of both teaching and research.

To further expand and diversify its global network in 2024-2025, USJ has proactively pursued major international cooperation agreements and partnerships aimed at promoting USJ Macao, fostering new institutional alliances, participating in the Education Fair for international student recruitment, enhancing Macao's talent pool, and creating innovative pathways in science and technology for Macao's youth.

OUTREACH ACTIVITIES OVERVIEW

International Student Recruitment Strategy

Recruitment focused on key regions where USJ has established or emerging ties. Portuguese-speaking countries such as Angola, Mozambique, Cape Verde, Brazil, and Timor-Leste remained central to the strategy, reflecting USJ's unique role in fostering Lusophone academic exchange. At the same time, outreach expanded across the Asia-Pacific region, with a particular emphasis on the Philippines, Malaysia, Indonesia, and South Korea. Meanwhile,

Europe, especially Portugal and Spain, was targeted through mobility programmes and joint initiatives. Emerging markets, including the British Virgin Islands and other Caribbean and African territories, were also identified as promising areas for growth.

To reach these audiences, USJ adopted a multi-channel approach. Institutional partnerships were strengthened through memoranda of understanding with universities and high schools, creating pipelines for student mobility (degree and exchange students). Digital campaigns in English, Portuguese, and Chinese were launched to raise awareness of USJ's programmes, scholarships, and unique positioning in Macao. Participation in international education fairs and overseas recruitment missions complemented these efforts, while incoming delegations provided opportunities to showcase USJ's strengths directly to decision-makers. Alumni networks abroad were mobilised to act as ambassadors, sharing their experiences and encouraging prospective students to consider USJ, for example, at Education fairs in Portugal, such as Qualifica and Futurália, as well as in Vietnam, specifically in Ho Chi Minh.

The recruitment strategy was supported by a range of incentives and services designed to make USJ an attractive destination. Scholarships were expanded to include both merit-based and need-based awards, particularly for students from CPLP and ASEAN countries. Tuition fee incentives were offered to partner institutions and feeder schools, while dedicated international student services ensured smooth transitions in areas such as visa processing, housing, and cultural integration. Sharing the potential of the Greater Bay Area and also reinforcing Macao's role as a platform for Portuguese-speaking economies and global business opportunities.

Implementation followed a structured timeline. In the fall, the campaigns took place in targeted areas of Southeast Asia, including Thailand, Vietnam, and the Philippines. In the Spring, the campaigns continued with recruitment fairs in Portugal, as well as in Southeast Asia. Alongside these campaigns, the announcement of scholarship opportunities and tuition fee incentives from partners was promoted.

Additionally, monitoring and evaluation were integrated throughout the process. Key performance indicators, including the number of international applications and enrollments, the diversity of student nationalities, and scholarship uptake rates, are reviewed to ensure that lessons learned are taken into consideration in next year's strategy for 2025-2026.

Through this comprehensive approach, USJ reinforced its commitment to internationalisation, building a student community that reflects its global mission and strengthening its role as a dynamic institution at the crossroads of Portuguese-speaking countries, Asia, and the Greater Bay Area. Participation in international education fairs showcases its programmes and offerings, and also organises campus guided tours for prospective students, providing an opportunity to explore the campus and facilities. Promoting scholarship opportunities available for international students can be an attractive incentive for enrollment.

Likewise, USJ foster partnerships with educational agencies and organisations in Europe and Asia to facilitate recruitment efforts and enhance outreach. These engagements aim to increase awareness and interest in USJ among prospective students, ultimately contributing to enrollment rates.

This year, USJ participated in the International Education Fairs and promoted Macao Higher Education.

Southeast Asia:

1. UNIMY Graduate Fair in Manila
2. OCSC International Education Expo in Bangkok
3. DSEDJ academic outreach tour in Ho Chi Minh City; Official Student Recruitment Trip to Vietnam
4. International Schools within Myanmar with Counsellor Association (MISCA)-virtual fair
5. Manila World University Fair
6. International University Fair Series in Ho Chi Minh City
7. Largest China Education Fair of Malaysia
8. Korea International Education and Career 2025
9. UKEC Malaysia Education Fair

Portuguese Speaking Countries:

1. Educational Fair Futurália
2. Educational Fair Qualifica
3. Guimarães Educational Fair Orienta-Te

Efforts to promote student recruitment for the USJ range from initiatives beyond participation in education fairs. The International Affairs Office has coordinated closely with the university delegation office in Portugal to engage potential students from European and CPLP (Community of Portuguese Language Countries) nations. Additionally, in the Asian region, recruitment agencies are being utilised to further enhance outreach efforts. These strategic collaborations aim to raise awareness about USJ's programmes and opportunities, ultimately attracting a diverse pool of students to contribute to the university's vibrant academic community.

These activities included:

1. MoU with CE-CPLP- Negotiated and signed a Memorandum of Understanding (MoU) with the Community of Portuguese Language Countries (CE-CPLP) to support student recruitment efforts for USJ.
2. MoU with the Municipality of Marinha Grande: Entered into a MoU with the Municipality of Marinha Grande and the Marinha Grande School Division.
3. MoU with Casa Pia de Lisboa: Entered into a MoU with the Public Social Institution Casa Pia de Lisboa.
4. Marinha Grande Project, a Project in the Leiria Region, collaborating with the Municipality of Leiria and local high schools. A workshop titled "Study in Macau" is scheduled for the school community of Marinha Grande in March 2025.

5. Meetings with School Counsellors: Conducted regular meetings with school counsellors and principals from various countries to promote USJ and explore opportunities for collaboration.
6. Implementation of Cooperation Projects: Established cooperation projects with the following institutions, with corresponding Memorandum of Understanding (MoU) signed:
 - a. International Schools Partnership, Brave Generation Academy, Associação Portuguesa de Escolas Católicas, Sharing Education Group (Oeiras International School).
7. CIS Project: Launched the Council of International Schools (CIS) project to position USJ within the global international education ecosystem.
8. Promotion in Portuguese Media: Promoted USJ through various Portuguese media channels, specifically those focused on student recruitment, such as **Mais Magazine** and **Fórum Estudante**. Ongoing negotiations for further collaboration are in progress.

GROWTH OF THE COLLABORATIVE NETWORK

USJ has strengthened its presence within regional and international higher education organisation networks, essential platforms that enable member institutions to deepen ties, exchange knowledge, and work collectively to address the evolving challenges and opportunities facing higher education today and actively cultivate strategic partnerships that span joint research projects, academic conferences, visiting scholar programmes, co-tutelage of PhD candidates, and double-degree initiatives. Also, USJ has expanded reciprocal collaboration for student mobility and academic exchange, forging new and meaningful connections with institutions across Asia and Europe. These initiatives highlight USJ's growing role as a dynamic partner in the global academic community.

ACADEMIC EXCHANGE ACTIVITIES

During the academic year 2024-2025, USJ engages in a variety of academic activities that foster collaboration and enrich the educational experience for its students and staff. These activities include both inward and outward initiatives, such as signing Memoranda of Understanding (MOUs) with partner institutions to formalise collaborative efforts. USJ actively facilitates student exchange programmes, welcoming incoming students while also sending outgoing students to partner universities, thereby promoting cross-cultural learning and academic diversity. Additionally, the university participates in international weeks at partner institutions, which serve as platforms for knowledge exchange, networking, and exploring global educational trends. These initiatives not only enhance USJ's academic offerings but also reinforce its commitment to global engagement and cultural exchange.

INWARD VISITS

During the academic year 2024-2025, the University of Saint Joseph Macao conducted several institutional activities, including inward and outward delegations. These included a substantial number of government and high-level diplomatic visits.

These visits provide significant institutional benefits by fostering collaboration, enhancing academic reputation, and strengthening community engagement. These visits enable USJ to showcase its facilities, programmes, and innovations to prospective industry partners, Government and diplomatic entities, as well as students and faculty, which could attract talent and potential collaborations.

Furthermore, inward visits can enhance USJ's visibility and reputation within the educational landscape, positioning it as a leader in higher education and community engagement, ultimately contributing to its overall mission of academic excellence.

Overview of the Inward visits:

Government and high-level diplomatic visits, listed below:

1. November 7, 2024 - Visit of the Philippines Commission on Higher Education Delegation for Benchmarking and Collaboration Discussions. [\[See full news\]](#)
2. November 13, 2024 - Visit of the Mozambique Ministry of Education Delegation. [\[See full news\]](#)
3. November 27, 2024 - Visit of the Representatives from the Ministry of Higher Education, Science and Culture of Timor-Leste. [\[See full news\]](#)
4. November 28, 2024 - Visit of the Secretary of State for Higher Education of the Republic of Angola, Dr Eugénio Adolfo Alves da Silva. [\[See full news\]](#)
5. February 11, 2025 - Visit of the Ambassador Extraordinary and Plenipotentiary to Angola in the People's Republic of China, Dr João Salvador dos Santos Neto. [\[See full news\]](#)
6. February 17, 2025 - Visit of the Consul General of the Philippines in Macao SAR, Mrs Edna May G. Lazaro. [\[See full news\]](#)
7. February 27, 2025 - Visit of the Premier and Minister of Finance of the British Virgin Islands, Honourable Natalio D. Wheatley. [\[See full news\]](#)
8. March 18, 2025 - Visit of the Ambassador of Cape Verde to the People's Republic of China, Dr Arlindo Nascimento do Rosário. [\[See full news\]](#)

These visits underscore USJ's growing engagement with state-level stakeholders and its expanding role in international academic diplomacy.

In addition, USJ welcomed various delegations focused on discussing and formalising cooperation agreements, namely:

1. November 25, 2024 -The Vice-President of the Higher Education Management Forum in Portuguese-speaking Countries and Regions (FORGES) visited USJ to Cultivate International Discourse on Sustainability and aimed for an insightful exchange on the best practices and implementation of sustainability-oriented initiatives, exemplified by currently enforced policies within USJ. [[See full news](#)]
2. November 25, 2024 – The delegation from Universidade Católica Timorese São João Paulo II visited USJ to deepen meaningful collaboration in various areas, including faculty and student exchange, the formation of joint-degree programmes, short-term specialised training, and academic events. [[See full news](#)]
3. November 8, 2024 - The Leiria delegation for Entrepreneurship and Education from Portugal visited USJ and advanced a Memorandum of Understanding, marking a significant step toward concrete projects, including: educational opportunities and scholarships for students from Leiria, executive and corporate training programmes for Leiria's staff and stakeholders, and utilisation of USJ's Greater Bay Area (GBA) network to support startups from Leiria, leveraging Macao SAR as a platform for Portuguese-speaking countries. [[See full news](#)]

These initiatives reflect a shared commitment to diversity, sustainability, and internationalisation, positioning USJ to expand academic exchanges, joint training, and collaborative research. Additionally, USJ also welcome delegations from non-tertiary education sectors: high school groups and international colleges to explore campus life, seek for collaborations and tuition fee incentives for prospective students, namely:

1. September 27, 2024 - A delegation from the Malaysian Chinese Independent High School, comprising principals and administrators from Malaysian Chinese Independent High Schools, under the auspices of the United Chinese School Committees' Association of Malaysia (Dong Zong), accompanied by DSEDJ, conducted an official visit to USJ. [[See full news](#)]
2. January 20, 2025 – Visit of the College of Saint Anthony (CSA) and the School of Saint Anthony (SSA) in the Philippines to formalise a partnership to generate diverse opportunities for students aspiring to pursue undergraduate degrees in Macao, allowing the delegation to explore various programs across different faculties [[See full news](#)]
3. July 10, 2025 - Visit of the Southville International School and Colleges to strengthen Collaborative Educational Ties. The visit led to the development of several constructive strategic action plans focused on potential initiatives and collaborative efforts in areas such as business, Psychology, Education, and Communication. [[See full news](#)]

OUTWARD VISITS

USJ also fosters outward visits; senior management, faculty, and administrative staff are offered numerous benefits that enhance the institution's effectiveness and reputation. These visits have a positive impact on various stakeholders, providing significant benefits that enhance the experiences of faculty, students, and administrative staff, as well as the institution's reputation. Likewise can observe best practices at other institutions, enabling them to benchmark and develop strategic initiatives that enhance the university's competitiveness.

Administrative staff can learn about efficient operational practices that save time and resources, leading to improved service delivery to students and faculty. Exposure to emerging technologies being utilised in other institutions can prompt updates to the university's administrative systems.

Last but not least, visits to diverse educational environments increase cultural awareness and inclusivity, which are essential for faculty and administrative staff when interacting with a varied student body. Additionally, understanding how educational systems operate globally can help faculty and staff adapt programs to better serve international students and global partners, and could also provide opportunities for service learning, team building, strengthening interpersonal relationships, and enhancing workplace harmony.

Overview of outward visits

1. September 16-18, 2024 - USJ Participates in the II Asian Studies & Indian Ocean Summer School in Lisbon. The three-day-long Summer School provided an important platform for researchers, students, and practitioners to discuss past and recent developments in the area of Asian and Indian Ocean studies. [[See full news](#)]
2. September 16-20, 2024 - USJ Vice-Rector Prof. Álvaro Barbosa Leads Creative Workshops at UEH Ho Chi Minh City. The visit was undertaken with the purpose of exchanging ideas with the College of Technology and Design at UEH, promoting creativity and liberal arts principles. [[See full news](#)]
3. October 25-28, 2024 - USJ joins Macao HEIs in Official Student Recruitment Trip to Vietnam. The USJ Delegation, led by Vice-Rector Prof. Zhang Shuguang, joined other leaders from Macao's higher education institutions on the DSEDJ academic outreach tour in Ho Chi Minh City. [[See full news](#)]
4. November 18-20, 2024 - USJ participated in the 17th AUAP General Conference under the theme "The Paradigm Shift in Higher Education: Values for Life" in Bhopal, India. [[See full news](#)]

5. November 22-24, 2024 - USJ attended the IAU 2024 International Conference – “University Values in a Changing World” in Tokyo, Japan. The conference highlighted the crucial role of values in guiding universities’ decision-making and ethical conduct, as well as facilitating meaningful engagement with their communities. [\[See full news\]](#)
6. December 10-15, 2024 – “Building a Platform between China and Portuguese-speaking Countries and the development of the Belt and Road Initiative – Visited institutions in the Republic of Angola sponsored by the Macao Foundation” :
 - 6.1 USJ visited the Embassy of the People’s Republic of China in Angola. [\[See full news\]](#)
 - 6.2 USJ visited Higher Education Institutions in Luanda, Angola [\[See full news\]](#)
 - 6.3 USJ visited the Instituto Nacional de Apoio às Micro, Pequenas e Médias Empresas (INAPEM) in Luanda, Angola. [\[See full news\]](#)
7. January 22, 2025 – The Delegation of the ASEACCU Executive Secretariat (USJ) visited Providence University. [\[See full news\]](#)
8. January 22, 2025 - Supported by the Education Fund of the Macao Special Administrative Region, USJ visited the Lasallian family in the Philippines to promote international cooperation and exchange in the education sector by deepening the existing relationship between USJ and two De La Salle Universities (DLSU) in three campuses. [\[See full news\]](#)
9. January 28, 2025 - Strengthening Ties: USJ Macao and Kasetsart University, Bangkok, Thailand, to explore collaborative opportunities. [\[See full news\]](#)
10. March 20, 2025 - USJ strengthens ties with the Marinha Grande Poente School Division. [\[See full news\]](#)
11. May 8-9, 2025 - USJ Vice-Rector Alexandre Lobo Highlights Applied Research and Innovation at SIM Conference 2025 in Porto, a very intense and fruitful agenda on the intersection of academic research and startup ecosystems. [\[See full news\]](#)
12. July 21-25, 2025 - USJ engages future students at HUFLIT University in Vietnam. This project served as a strategic effort to expand USJ’s visibility in Vietnam and to attract more international students to Macao’s dynamic and multicultural education landscape. [\[See full news\]](#)
13. July 28 - August 01, 2025 - USJ joins the International Federation of Catholic Universities (IFCU), celebrating 100 Years, commemorating a century of global collaboration in Catholic higher education, alongside more than 100 leaders of Catholic Universities from around the world. [\[See full news\]](#)

14. August 18-21, 2025 – ASEACCU Executive Secretariat (USJ), participated in the 31st ASEACCU Annual Conference, theme *“Pilgrims of Hope: Spiritual Development and Action of Gen Z.”*

Rector of USJ, Rev’d Prof. Stephen Morgan, and ASEACCU Executive Secretary highlighted the significance of the participation of more than 60 institutions across 10 countries and regions. He noted that the conference underscores the responsibility of Catholic educators to accompany students in their faith development and growth, while deepening international ties among member universities. The event concluded with inspiring student performances, a Closing Ceremony, and the symbolic handover to Sanata Dharma University and Atma Jaya Yogyakarta University, Indonesia, as hosts of the 32nd ASEACCU Annual Conference (August 19–21, 2026). The next gathering will take place under the theme: *“Education, Hope, and Human Flourishing: Fostering Intercultural Encounter and Dialogue.”* A Closing Mass at the Our Lady of Providence Chapel brought the conference to a memorable and meaningful conclusion. [[See full news](#)]

MEMORANDA OF UNDERSTANDING (MOUS)

USJ also deepened its internationalisation strategy through a series of Memoranda of Understanding (MOUs) with academic and institutional partners across Portuguese-speaking countries, ASEAN, and China. These agreements reflect USJ’s commitment to fostering transnational collaboration in education, research, and cultural exchange. By leveraging Macao’s unique position as a historical bridge between the People’s Republic of China and the Lusophone world, USJ positions itself as a key facilitator of dialogue and cooperation within this strategic axis.

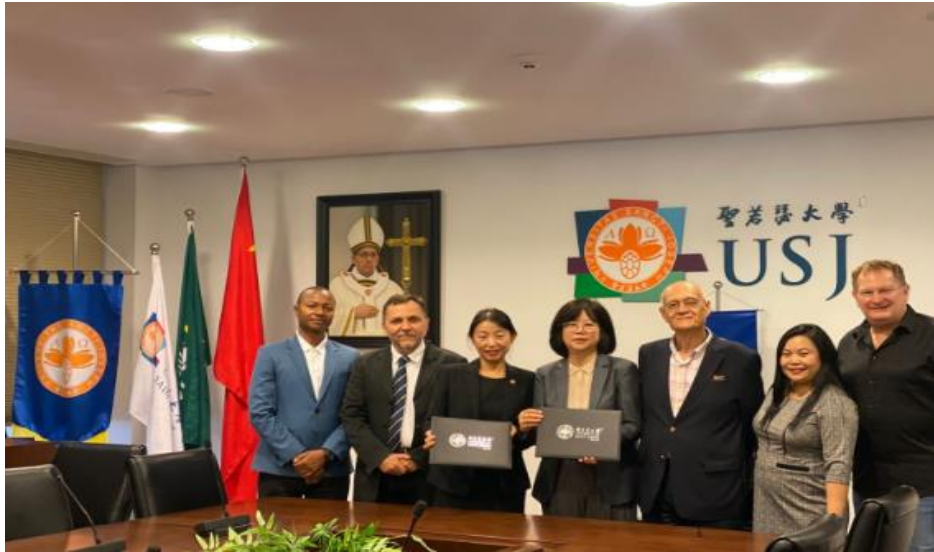
The MOUs signed during this period, particularly with institutions in Portugal and Brazil, underscore the university’s role in promoting mobility, joint academic initiatives, and capacity-building across borders. This approach not only enhances USJ’s global visibility but also reinforces Macao’s relevance as a platform for multilateral engagement, aligning with the city’s broader mission to serve as a gateway between East and West.

USJ has continued to strengthen its faculty and staff mobility programmes, fostering both incoming and outgoing exchanges that enrich academic collaboration and professional development. Incoming mobility has brought visiting faculty and researchers from partner institutions across Asia, Europe, and the Americas, contributing to joint teaching, research projects, specialised training, and flourishing the international dimension of the USJ community.

▪ Memorandum of Understanding (MOU) Signing Between USJ Faculty of Business and Law with TODA

The Faculty of Business and Law of the University of Saint Joseph (USJ) has signed a Memorandum of Understanding (MoU) with the Tourism Professional Development

Association (TODA) to collaborate on research, seminars and training for Portuguese-speaking countries at USJ.



The signing ceremony took place at the USJ Ilha Verde Campus on the 28th of August, 2024, and was signed by the Dean of the Faculty of Business and Law, Prof Jenny Phillips, and the President of the Executive Board of TODA, Ms. Florence Ian. The signing was witnessed by USJ's Vice Rector of Research and Innovation, Prof Alexandre Lobo, and the President of TODA, Mr. José Luis Sales Marques.

The signing of the MoU begins the collaboration of the two parties in delivering seminars and trainings by tourism professionals in Macao, sharing their experiences with Portuguese Speaking Countries.

STUDENT EXCHANGE PROGRAMME

USJ continues to strengthen its international partnerships by offering enriching exchange opportunities for both incoming and outgoing students.

Incoming Students

USJ welcomes students from partner institutions to study at USJ, providing them with exposure to Macao's unique blend of cultures, languages, and traditions. USJ courses are offered in English, with opportunities to engage in language learning in Portuguese and Chinese.

Additionally, incoming students benefit from USJ's supportive environment, small class sizes, and multicultural community. USJ welcomes students from partner institutions from the following countries: Germany, Spain, Portugal, France, Brazil and Russia.

Outgoing Students

USJ students are encouraged to spend a semester or up to one full academic year abroad at USJ partner institutions. This experience broadens their global perspectives and develops intercultural competencies.

Exchange destinations include Europe, Asia, the Americas and other regions where USJ has established collaborations. USJ students exchanged to partner institutions in the following countries: Portugal, Spain, Italy and Taiwan ROC.

INTERNATIONAL STAFF WEEK

To foster collaboration, share best practices, and strengthen ties between institutions, USJ also complement the professional development of its faculty and staff through International Staff Weeks hosted at partner institutions. These initiatives provide staff with exposure to different academic and administrative cultures through various activities, including workshops on teaching innovation, student services, and internationalisation strategies, networking sessions to build long-term cooperation projects, and cultural immersion activities to deepen their understanding of host countries.

USJ faculty members participated in the international week at partner Institutions in Europe: Germany and Portugal: Hochschule Mainz University of Applied Sciences at Mainz, Instituto Superior de Contabilidade e Administração do Porto (ISCAP), Porto and the Instituto Politécnico de Lisboa (ISCAP). Faculty members deliver guest lectures and participate in capacity-building initiatives abroad. These exchanges not only enhance individual expertise but also reinforce USJ's institutional presence in global academic networks, ensuring that knowledge, best practices, and innovative approaches are shared reciprocally.

USJ DELEGATION IN PORTUGAL

The USJ Delegation in Portugal is tasked with representing the University in Western countries. Its mission includes fostering cooperation with partners in East and Southeast Asia, building a global community of citizens, and creating a network of international education focused on Macau. This effort embodies the East-West mindset that has characterised Catholic higher education in Asia for centuries.

The Delegation focuses on Europe, Portuguese-speaking countries, and Ibero-American nations. Its main areas of work include student recruitment, institutional cooperation, innovation and entrepreneurship, as well as the development of academic, social, and cultural projects. The Delegation not only implements and develops its own projects but also supports other academic and administrative departments of the University.

The Delegation's core mission encompasses several key areas, including:

- 1. Student Recruitment:** Actively attracting a diverse body of international students to enrich the University's academic environment and promote cross-cultural understanding.

2. Institutional Cooperation: Building and nurturing robust partnerships with educational institutions and organizations to facilitate academic exchanges, joint research initiatives, and collaborative programs.

3. Innovation and Entrepreneurship: Supporting initiatives that encourage entrepreneurial thinking and innovative practices among students and faculty, fostering a culture of creativity and practical problem-solving.

4. Social and Cultural Development: Creating and implementing projects of a social and cultural nature that not only enhance academic learning but also promote social engagement and cultural appreciation among the University community and its global partners.

In addition to spearheading its own initiatives, the Delegation plays a supportive role for various academic and administrative departments across the University. By doing so, it enhances the overall educational experience and contributes to the University's mission of global engagement and community development.

CONCLUSION

In conclusion, the University of Saint Joseph's (USJ) internationalisation efforts in the academic year 2024-2025 mark a significant evolution in its strategic engagement within the global academic community. By embracing a multi-faceted approach that includes collaborative partnerships, diverse student recruitment strategies, and extensive faculty and student exchanges, USJ has positioned itself as a key player at the intersection of Portuguese-speaking countries and Asia.

Through targeted recruitment campaigns, scholarship opportunities, and strengthened partnerships, USJ successfully diversified its student body and reinforced Macao's visibility as a higher education destination. The university's active presence at international education fairs, as well as its collaborations with schools, agencies, and institutions, ensured sustainable opportunities for student mobility and academic exchange.

Institutional diplomacy was a notable feature of the year, marked by inward visits from government officials, ambassadors, and high-level delegations, as well as outward missions to partner universities and international workshops. These engagements not only elevated USJ's reputation but also deepened its network of cooperation across continents, fostering joint research, faculty exchange, and innovative academic initiatives.

Memoranda of Understanding were signed with institutions in Portuguese-speaking countries, ASEAN countries, further anchoring USJ's commitment to transnational collaboration. Student and staff exchanges, participation in international weeks, and faculty workshops abroad enriched the academic community, ensuring reciprocal knowledge transfer and capacity building.

Overall, 2024–2025 was a year of strategic growth and consolidation. USJ transitioned from foundational outreach to impactful and multi-dimensional partnerships that generated

tangible outcomes in recruitment, talent development, and innovation. These efforts solidified USJ’s position as an institution in Macao, empowering its students and faculty to contribute meaningfully to global citizenship and ensuring a strong foundation for sustainable growth in the years ahead.

5.2 Information sheet on international or regional organisations and alliances

Please refer to the proforma REAN07.

5.3 Participation in international or regional conferences, exchange programmes or competitions

The USJ Delegation in Portugal has attended the following activities, events, and project development:

<i>Item</i>	<i>Description</i>	<i>Areas</i>
Casa do Impacto (Santa Casa da Misericórdia de Lisboa)	Cooperation development, ongoing negotiations.	Innovation and Entrepreneurship
CMI Interseer	Cooperation development, ongoing negotiations.	Innovation and Entrepreneurship
Cooperation with Câmara de Comércio e Indústria Luso-Chinesa	Cooperation development, ongoing negotiations.	Innovation and Entrepreneurship
Cooperation with CE-CPLP	Cooperation development with signed MoU.	Innovation and Entrepreneurship
Conservation and Restoration of Cultural Heritage in Cooperation with UCP Porto.	Establishing and monitoring cooperation with Centro de Conservação e Restauro da Universidade Católica do Porto, ongoing project.	Social and Cultural Development
Conservation and Restoration of Cultural Heritage in Cooperation with UCP Porto.	Public Lecture The Preservation of Cultural and Artistic Heritage: Current Challenges in the field of Conservation and Restoration	Social and Cultural Development

<i>Item</i>	<i>Description</i>	<i>Areas</i>
Conservation and Restoration of Cultural Heritage in Cooperation with UCP Porto.	Workshop Preventing in order to Preserve	Social and Cultural Development
The First Global Typhoon	Exhibition in Cooperation with Macau Scientific and Cultural Centre	Social and Cultural Development
Associação Portuguesa de Escolas Católicas	Cooperation development with signed MoU.	Student Recruitment
Brave Generation Academy	Cooperation development with signed MoU.	Student Recruitment
CIS. Council of International Schools (Membership)	Positioning USJ in the global International Education Eco-System	Student Recruitment
Colégio Internacional do Porto University Fair	Cooperation development, ongoing negotiations.	Student Recruitment
EARCOS. East Asian Regional Council of Schools (Membership)	Supporting the positioning of USJ in the Asian eco-system of international education	Student Recruitment
Fórum Estudante		Student Recruitment
Futuralia Education Fair	Support the participation of the International Affairs Office	Student Recruitment
International Schools Partnership	Cooperation development with signed MoU.	Student Recruitment
Qualifica Education Fair	Support the participation of the International Affairs Office	Student Recruitment
School Counsellors Networking	Regular meetings with school counsellors from worldwide International Schools to	Student Recruitment
Sharing Education Group (Oeiras International School)	Cooperation development with signed MoU.	Student Recruitment

<i>Item</i>	<i>Description</i>	<i>Areas</i>
Workshop Study in Macau	Students from Marinha Grande School Division	Student Recruitment
Marinha Grande Municipality and School Division	Cooperation development with signed MoU.	Student Recruitment Social and Cultural Development Innovation and Entrepreneurship
Casa Pia de Lisboa	Cooperation development with signed MoU.	Student Recruitment Social and Cultural Development
Macau Scientific and Cultural Center	Cooperation development with signed MoU.	Social and Cultural Development
II Asian Studies Summer School	Co-organization of the Summer School in cooperation with UCP and CCCM.	Social and Cultural Development

Academic Exchanges

Five students participated in the 2024/2025 exchange programme in the following countries/regions:

Portugal (2 students), Spain (2 students), and Taiwan (1 student).

Regional and International Conferences, Cultural Exchanges and Competitions

A list of the events with details is provided in the proforma REAN08.

5.4 Information sheet on external cooperation projects in higher education

Please refer to the proforma REAN09.

6) SUPPORT FOR ACADEMIC AND ADMINISTRATIVE STAFF

6.1 Information sheet on teaching staff recruitment plan and implementation

For the Academic year 2024/2025, we have 26 new staff joining us, in collaboration with 15 academic staff, 7 administrative staff, and 4 research staff. In line with the Government's

concept of talent retention, the University has made an effort to recruit Macanese professionals who have been living abroad and are relocating back to Macau to join USJ.

To recruit professional talents and replace occasional leavers, the University has advertised job openings on its website, the local job site hello-jobs.com, and placed advertisements with the Labour Department (DSAL). To address the growing popularity of social media among young people, Hello-Jobs has also been used to advertise job openings for generic administrative positions via social media platforms. The senior management also acts proactively and visits universities around the world in accordance with the strategic goals of the University. Please refer to 6.2 and 6.3, which further elaborate on the execution of the recruitment plan thereafter from AY25/26 to AY26/27.

6.2 Promotion or support for study trips, research, learning and further studies, etc.

Several strategies were applied for promotion or seeking support for study trips, research, and further studies at the University:

1. Establish a Research Development Office (RDO) to oversee Grant Programmes
 - Research Development Office (RDO) has been established in the academic year 23/24 to maintain a Research Portfolio Repository, validate funded projects applications, as well as monitor Funded Projects Execution. RDO also seeks partnerships with organizations that offer grants for educational purposes.
 - RDO seeks funding opportunities from government bureaus such as Macau Foundations or FDCT, to local organisations like SANDS and WASH Foundation, or worldwide entities like foreign universities.
2. Networking and Partnerships
 - Collaborate with Other Institutions: From partnerships with other universities and research institutions to share resources and funding opportunities. Some examples included:
 - Memorandum of Understanding (MoU) with The Association of Southeast and East Asian Catholic Colleges and Universities (ASEACCU); Universidade Agostinho Neto (UAN), Angola's largest and oldest public university; APEC – Associação Portuguesa de Escolas Católicas encourages students from Catholic schools in Portugal to pursue an enriching educational experience at USJ Macao etc;
 - Participated in AUAP Joint Events 2025 in the Philippines and signed MoUs with 8 universities.
 - Industry Partnerships: Engage with private sector companies to fund research that aligns with their interests. Example such as :
 - Partner with Artyzen Grand Lapa Macau, TODA, and CESL Asia, and come together to inaugurate the Sustainable Business Lab, to create a collaborative

hub for innovation, practical learning, and the integration of sustainability into core business education and operations.

- USJ and Tai Chuang Yuan Group (TCY) have signed a MoU aimed at enhancing collaboration in technology, education, and health sectors, marking an important step towards strengthening ties between academia and industry.

3. Workshops and Training

- Quality Assurance Office has conducted workshops and sessions for staff development on grant writing, research methodologies, and funding opportunities.
- Qingdao Exchange Tour organised by the Macau Student Affairs Association (MSAA) from 5 - 10 May 2025.
- GBA Career Development Tour organised by the Office for Student and Alumni Affairs (OSAA) on 22 - 23 Nov 2025.

4. Resources Accessibility

- Online Research Tools: The Library system has been upgraded to provide access to databases and research tools that can aid in the preparation of studies.
- Collaboration Platforms: Information Systems Office (ISO) offer aids to development of upgraded Library Information Systems, which use technology to facilitate collaboration among faculty members, even remotely.

6.3 In-service training, professional development and support measures

1. Professional Development support

- Allocate Budgets: Designate a portion of the university's budget for faculties development that include travel and research expenses.
- Travel Subsidies: Provide partial reimbursement for travel costs related to conferences or research.
- Conference and Research Leave policy: Apart from offering 25 days of Conference or Research Leave annually to professors to encourage their participation in relevance conference or seminar.
- Tuition Fee reduction as staff benefit: The University grants all administrative and teaching staff a 50% reduction in tuition fees in USJ's Bachelor level or above programmes, for themselves and their next of kin (spouse, children and parents), provided they meet the University's admission criteria.
- Quality Assurance Office has conducted workshops and sessions for staff development on how to write a successful research proposal, research methodologies, etc, regularly from February to May.

2. The University offered job-related training to its staff members to help staff members for improving the quality of service provided and their own personal development continuously. The University actively participates in global online conferences and pays

special attention to social responsibilities and mental health development for all staff. Some examples from the various categories include:

- For Staff development and Mental Health Development:
 - Mental Health First Aid Course organised by Bosco Youth Service Network and sponsored by the Macao Foundation.
 - The University offers free courses on Coursera for all students and alumni, with limited spots available.
 - MSAA Professional Seminar on Student Affairs, 9 Oct 2024
 - Counselling supervision cum case sharing (organised by DSEDJ), 17 Jun 2025
 - Training on Student Crisis Management (organised by MSAA), 26 Jun 2025
 - For Team Building and Staff Relations:
 - Mooncake giveaway to staff members during the Mid-Autumn Festival.
 - Terrarium Workshop sponsored by Macao Foundation.
 - For Conference and Social Responsibility:
 - 2024 Training Program for Young Women in International Affairs organised by the Youth Association of the Women’s General Association of Macau.
 - The Institute of Science and Environment (ISE) and Green Committee at USJ were invited by the Municipal Affairs Bureau (IAM) to participate in the 44th Macao Green Week, which features a series of activities promoting nature conservation and environmental awareness.
 - DSEDJ delegation learning National Studies in Beijing for Senior Management and Non-Chinese speakers in June 2024.
 - The Macau Observatory for Social Development of the University of Saint Joseph (USJ) and the Macau Association for Community Care Children co-organised the “2024 Greater Bay Area Children and Youth Development Roundtable”.
3. Establish a Research Development Office (RDO) to oversee Grant Programmes
- Research Development Office (RDO) has been established in the academic year 23/24 to maintain a Research Portfolio Repository, validate funded projects applications, as well as monitor Funded Projects Execution. RDO also seeks partnerships with organizations that offer grants for educational purposes.
 - RDO seeks funding opportunities from government bureaus such as Macau Foundations or FDCT, to local organisations like SANDS and WASH Foundation, or worldwide entities like foreign universities.
4. Resources Accessibility
- line Research Tools: The Library system has been upgraded to provide access to databases and research tools that can aid in the preparation of studies.
 - Collaboration Platforms: Information Systems Office (ISO) offers aids to the development of upgraded Library Information Systems, which use technology to facilitate collaboration among faculty members, even remotely.

7) STUDENT AFFAIRS

7.1 Counselling services for students

7.1.1 - School Counselling

The USJ Counselling Service is a consultation entity for the USJ community that provides counselling services and referral resources to USJ students and staff. The counselling team offers short-term counselling services to students experiencing several emotional and/or behavioural difficulties that hinder their studies and/or day-to-day activities. For those who need psychiatric or specific counselling support, the counselling team will make referrals and assist the student in accessing related resources in the community.

Website: <https://www.usj.edu.mo/en/counseling-service/>

Besides, the university counselling team has implemented different projects to enhance students' well-being.

Effective Learning

Date	Sep 2024
Venue	USJ Ilha Verde Campus
Audience	100 New Students

Objectives

- Understand the role of attention in learning
- Identify personal attention challenges
- Provide effective learning strategies for successful university adjustment

Description:

The university counsellor invited the participants to reflect on their learning styles and explained the different dimensions of attention which affect knowledge acquisition. The goal of this talk on practical learning for freshmen is to equip them with the necessary skills to adjust to the academic demands of university life and promote their overall well-being. The talk focuses on two key areas: helping students develop effective learning strategies and providing guidance on time management to prevent burnout and protect their mental health.

Attention is the core of information intake, and understanding its role is crucial for academic success. Participants engaged in activities designed to enhance their focus, minimize distractions, and apply attention-enhancing techniques in their study routines. Participants gained valuable insights into various learning techniques and strategies to improve their academic performance. This talk emphasised the importance of adopting a growth mindset and cultivating a positive attitude towards learning. By mastering these skills, students will be

better prepared to tackle the rigorous coursework and academic challenges they will encounter throughout their college journey.

<https://www.usj.edu.mo/en/news/usj-osaa-hosted-a-series-of-welcoming-activities-to-integrate-students-into-campus-life/>

USJ Mental Health Project 2025

Date	24 March to 7 April
Venue	University of Saint Joseph
No. of Participants	200 students

Objectives:

To provide concrete methods for stress relief, helping students find ways to relax and achieve peace in their daily lives.

Description:

The Project includes a Roadshow of the “Reclaiming Relaxation through the Five Senses”, which introduces practical ways to alleviate stress. The Draw All You Can Workshop and the Marimo Workshop were also held to provide alternative stress management techniques and mental health support. The Project is aimed to promote the UN SDGs 3 (Good Health and Well-being) and 4 (Quality Education).

News:

<https://www.usj.edu.mo/en/news/usj-mental-health-project-to-promote-students-well-being/>

7.1.2 - Student Internship, Employment, and Career Program

The programmes for student internships, employment, and career programs intend to provide students with more insights about their future career development and enhance their employability skills for their transition from university to the workplace. Several seminars and workshops took place in the 2024/2025 academic year, helping students decide their career interests, obtain work experience, and prepare a plan for the future.

The USJ students were provided support and advice about areas of study and possible career movements, developments, or changes. It provides an opportunity for students to discover opportunities in their career path.

USJ Career Fair 2025

Objectives:

The USJ Career Fair 2025 event series provided students with valuable opportunities to explore different career paths, receive guidance on interview preparation, and gain awareness into various industries. The event was aimed to equip students with the necessary skills and knowledge to make informed career decisions and succeed in the job market. By connecting students with employers and providing them with resources and support, the Career Fair series played a significant role in fostering career development and enhancing students' employability.

Description:

A total of 30 enterprises, companies, and organisations participated in the Fair, offering over one thousand job vacancies in the areas of banking and finance, e-commerce, education and training, hospitality, human resources, retail, transportation, high-tech services, public service, and social service. The Opening Ceremony of the USJ Career Fair 2025 was held in the morning at the USJ Fátima Auditorium. Guests in attendance included Mr. Chan lok Wai, Head of the Department of Students of the Education and Youth Development Bureau, Mr. Lam Meng Po, Acting Head of Employment Department of the Labour Affairs Bureau, Mr. Carlos Cid Alvares, President of the Macau Delegation of the Portugal-China Chamber of Commerce and Industry, Ms. Jacinta Ho, Chairperson of the Greater Bay Area Human Resources Association, as well as faculty members and staff members from USJ.

During the ceremony, Prof. Jenny Oliveros Lao Phillips, Dean of the Faculty of Business and Law (FBL) of USJ, and Mr. Carlos Cid Álvares, President of the Portugal-China Chamber of Commerce and Industry (CCILC), signed a Memorandum of Understanding (MOU) on the cooperation between both institutions that will provide further career and training opportunities for the USJ/FBL students with CCILC. The signing ceremony marked another milestone in fostering academic-industry cooperation.

In order to further assist students to grasp the latest employment developments, USJ has also organised a seminar on the 14th March on the topic of “Youth Employment Services and Introduction to Specialised Employment Schemes”, inviting representatives from the Labour Affairs Bureau, MelcoBoA and MGM MACAU to give lectures on the topic. The seminar covered the latest trends of the local job market, youth employment support services and introduction of special employment programmes, aiming to provide students with practical career guidance and advice on future career planning.

On the 18th of March, the Judiciary Police was also invited to give a talk on career development and introduce to students the recruitment of Criminal Investigator II, as well as share with students practical cases. Through the “Recruitment Seminar for Tertiary Graduates”, the seminar encourages young people to think about their career choices, find their own sense of mission, and realise the value of their lives to serve the society.

News: <https://www.usj.edu.mo/en/news/the-university-of-saint-joseph-holds-career-fair-2025/>

Career Talk: Career Development (Judiciary Police)

Date	18 March 2025
Venue	University of Saint Joseph
No. of Participants	25 students and staff

Objectives:

To assist young people in exploring their career paths, the University of Saint Joseph (USJ) held a career talk on the 18th March, inviting the Judiciary Police to discuss the recent career development trend. The content included the recruitment details for the Second-Class Criminal Investigator position and the sharing of practical cases, which encouraged the students to reflect on their career choices, goals and life values through providing service to the society.

Description:

The event took place at noon at USJ’s Ilha Verde Campus. Mr. Chong Kam Leong, Head of the Forensic Informatics Division of the Judiciary Police, was invited to deliver the talk. He began by engaging students with thought-provoking questions, guiding them to reflect on their potential career paths. Through sharing his personal experiences and real-life cases, he introduced the work content and career prospects at the Judiciary Police. He encouraged young students to choose a career path based on their interests, industry prospects, and other factors.

News: <https://www.usj.edu.mo/en/news/usj-hosts-career-talk-featuring-judiciary-police-sharing-career-development/>

Career Talk: Macao’s Job Market

Date	14 March 2025
Venue	University of Saint Joseph
No. of Participants	15 students and staff

Objectives

To help students stay informed about the latest employment opportunities, the University of Saint Joseph (USJ) organized a seminar titled “Introduction to Youth Employment Services and Programs” on 14 March.

Description

The event featured representatives from the Labour Affairs Bureau, Melco Resorts & Entertainment, and MGM as speakers, attracting students of various nationalities from the university.

News: <https://www.usj.edu.mo/en/news/usj-hosts-career-talk-to-help-students-explore-macaos-job-market/>

USJ 1-on-1 Career Advising

Objectives

The service provided dedicated interview strategies, tailor-made CV/Resume writing guidance as well as provided interview tips and consultations.

Description

The University of Saint Joseph (USJ) Careers and Internships Services is offering “1-on-1 Career Advising” for all students and alumni who are looking for a job or guidance for career development.

Our Careers and Internships team is delighted to talk to students and alumni to provide job market information, personalised career advice on career planning, job searching skills, application writing review, and interview preparation. The team also provided advice and support for job search and interview by analysing and explaining the contents of the student’s resume, the process/method of sending the resume, the response to the interview, the clothing and on-site performance during the interview, etc., in a one-to-one manner. It also provided appropriate suggestions to the students being interviewed.

Official Website:

<https://www.usj.edu.mo/en/news/usj-1-on-1-career-advising/>

Visit to Local Enterprise: Cheong Kun Pain Reliever Oil Factory

Date	21 November 2024
Venue	Cheong Kun Pain Reliever Oil Chinese Medicine Factory
No. of Participants	16 USJ staff and students

Objectives

The aim of the activity was to enhance students’ understanding of the local enterprise’s environment, facilities and operations, expand their knowledge and explore potential career paths.

Description

The event received generous support from the Macao Foundation. A group of 16 from the university visited the Cheong Kun Pain Reliever Oil Chinese Medicine Factory and were warmly welcomed by Mr. Cheong Lok Kei, Technical Director and the third-generation successor of the factory, along with his team. During the visit, the staff meticulously explained the establishment and development of the Pain Reliever Oil to each USJ student. The students then delved into the factory to observe the operations of the professional production line. Detailed product introductions not only enhanced participants’ understanding of the production process but also deepened their knowledge and awareness of the Chinese medicine industry.

To provide students with a better understanding of the local enterprise’s development in Macau and its future prospects, the factory team conducted an informative session during the visit. During the session, Bonnie Sin, a second-year Doctoral student in History from the Faculty of Arts and Humanities, shared her insights and experiences as a user, expressing her satisfaction with the university’s initiative to organize student visits to local enterprises. Furthermore, Romelyn Malazarte Rojas, a year-one student from the Philippines, raised inquiries regarding the current promotion status of local Chinese medicine products.

News: <https://www.usj.edu.mo/en/news/usj-students-visit-local-enterprise-cheong-kun-pain-reliever-oil-factory/>

GBA E-Commerce and Innovation Tour 2025

Date	22 - 23 May 2025
Venue	Dongguan and Hengqin, Mainland China
No. of Participants	7 USJ staff and students

Objectives

To promote the Integration into National Development and understand more the Building of the Greater Bay Area of Guangdong-Hong Kong-Macao; and to strengthen exchange, cooperation and promotion of Macao.

Description

From 22 to 23 May, with the support from the Macau Dongguan Youth Association, the University of Saint Joseph (USJ) embarked on a dynamic two-day learning tour to Dongguan and Hengqin, immersing a diverse delegation of students and staff — including local Macao, Mainland Chinese, and international participants — in the Greater Bay Area’s (GBA) thriving e-commerce, technology, and sustainability sectors.

The tour began with a visit to Guangdong HEC Technology, a leading high-tech enterprise. Staff from HEC introduced the delegation to the company’s three core business segments: electronic new materials, biopharmaceuticals, and health & wellness. The delegation toured the HEC Pharm R&D Center, exploring its cutting-edge facilities and gaining insights into the research and development process behind health products, including the renowned Cordyceps (冬蟲夏草).

In the afternoon, the delegation visited two innovative companies: OPPO Academy, a newly established learning center designed to cultivate future talent through continuous professional development programs, and Tanshouxia (碳收俠), an integrated service platform for carbon asset development, management, trading and recycling. The operation of the application and the importance of advocating the sustainable development of ecosystems were explained in detail by staff. A USJ Master’s student in Environmental

Sciences and Management from the Institute of Science and Environment found particular relevance in Tanshouxia's work and engaged actively with the company representatives.

On the second day, the delegation explored Weiyuan Fort with a guided tour that enriched their understanding of Chinese history, particularly the Opium War. Afterwards, they visited the (Huafa) Innovation Industrial Park of Cross-border E-commerce in the Guangdong-Macao In-depth Cooperation Zone in Hengqin. The students showed keen interest in the park's advanced e-commerce system and its extensive resources, which demonstrated the growing collaboration between the Greater Bay Area and other countries in digital trade.

USJ provides its students with practical, real-world learning experiences through educational tours. By exposing participants to diverse sectors – from biotechnology and sustainability to e-commerce and historical education – the tour broadened the professional horizons of the participants, and also demonstrated the growing employment potential in the GBA. Such experiential learning opportunities continue to equip USJ students with the competitive edge needed to thrive in the future job market, whether in Macao, mainland China, or international settings.

News: <https://www.usj.edu.mo/en/news/usj-organises-a-two-day-e-commerce-and-innovation-tour-in-the-greater-bay-area/>

USJ Mentorship Programme

Objectives

The USJ Mentorship Programme aims at providing a valuable opportunity for our students to seek career advice and guidance from alumni mentors.

Description

The mentors are professionals or senior executives from different industries who are willing to share their career and life experiences and stories in their career planning and development with the mentees. During the Programme, mentors and mentees can meet on their own schedules, thus the university also facilitates the initial meetings between the mentors and mentees.

USJ Mentorship Programme: First Gathering

Date	6 December 2024
Venue	University of Saint Joseph
No. of Participants	20 students and staff

Objectives

This gathering aims to help mentor and mentee get familiar with each other, and at the same time, they can meet with the other groups in the program, in order to expand their network.

Description

The first gathering event for the USJ Mentorship Programme 2024 took place at the University of Saint Joseph's (USJ) Nape Campus on the 6th of November 2024. The event, organised by the Office for Student and Alumni Affairs (OSAA) and sponsored by the Macao Foundation, brought together five mentors, 11 student mentees, and staff from OSAA to mark the official commencement of the programme. Participants were meticulously paired based on their respective areas of expertise, forming a total of five specialised groups.

The Mentorship Programme, slated to run from November of this year to the conclusion in April of the following year, spans over several months. Staff from OSAA will play a pivotal role as coordinators within the programme, facilitating interactions between mentors and mentees, organising various gatherings, and encouraging students to actively engage mentors in discussions related to learning, career development, and the Macao job market. This integration of academic knowledge with practical experience aims to provide students with a deeper understanding of their respective fields.

News:

<https://www.usj.edu.mo/en/news/usj-mentorship-programme-2024-launches-with-first-gathering-event/>

USJ Mentorship Programme: December Festive Gathering

Date	13 December 2024
Venue	University of Saint Joseph
No. of Participants	10 students and staff

Objectives

The event exemplified the essence of mentorship, where mentorship transcends beyond professional advice to personal growth and mutual support. It showcased the bond between mentors and mentees, creating a nurturing environment for mentorship to flourish, even amidst the joy and merriment of the Pre-Christmas celebration.

Description

The USJ Mentorship Programme 2024 continued its journey with a festive spirit as it hosted the second month's gathering event, a pre-Christmas gathering, at the student lounge of the University of Saint Joseph (USJ) Ilha Verde campus on 13 December 2024.

Embracing the holiday ambiance, the Office for Student and Alumni Affairs (OSAA) invited participants of the Mentorship Programme to join the Pre-Christmas party organised by the USJ Student Association (USJSA). Mentors and mentees alike immersed themselves in the celebratory atmosphere, engaging in a gift exchange activity. During this gathering, each mentee was given a small task – to ask their mentors with a current academic or life-related

challenge or concern, fostering meaningful discussions and exchanges while enjoying the festivities.

The USJ Mentorship Programme 2024 continues to foster connections, provide guidance, and create opportunities for mentorship and learning, embodying the spirit of collaboration and growth within the USJ community.

News: <https://www.usj.edu.mo/en/news/usj-mentorship-programme-2024-launches-with-first-gathering-event/>

USJ Mentorship Programme: Cultural Culinary Experience

Date	8 February 2025
Venue	University of Saint Joseph
No. of Participants	1staff member and 8 students

Objectives

This activity mirrored the essence of the USJ Mentorship Programme, emphasizing the teaching and learning experience that fosters growth and connection between mentors and mentees.

Description

The USJ Mentorship Programme 24/25 ushered in the new year with its first gathering of 2025 on 8 February, with a unique workshop focused on Macanese cuisine, a cherished intangible heritage of Macau. Held at the renowned restaurant Belos Tempos, the event brought together eight mentors and mentees in total for a session of exploration, culinary creativity, and meaningful connections. The event was sponsored by the Macao Foundation.

News:

<https://www.usj.edu.mo/en/news/usj-mentorship-programme-24-25-kicks-off-2025-with-a-cultural-culinary-experience/>

USJ Mentorship Programme: Closing Party

Date	24 April 2025
Venue	University of Saint Joseph
No. of Participants	16 students, alumni and staff

Objectives

The event aimed to formally conclude the Mentorship Programme 24/25 by providing a meaningful occasion for mentors and mentees to reflect on their shared journey, celebrate their collective achievements, and express mutual appreciation. It served to recognize the

dedication of the mentors and the growth of the mentees, reinforcing the supportive connections formed through the programme and affirming the University's ongoing commitment to fostering mentorship and professional development within the community.

Description

The USJ Mentorship Programme 24/25 concluded with an appreciation dinner on 24 April 2025 at the Ilha Verde Campus Student Lounge. The event brought together 16 mentors and mentees from five fields for a reflective sharing session using "Points of You" cards, followed by the presentation of appreciation and completion certificates by OSAA. The evening fostered fellowship and celebrated the year's achievements.

News: <https://www.usj.edu.mo/en/news/usj-concludes-mentorship-programme-24-25-with-an-appreciation-dinner/>

Official Website:

<https://www.usj.edu.mo/en/mentorship/>

7.1.3 Alumni Relations

Alumni are valuable assets to the university and students. Engaging the alumni to contribute to their alma mater for the students is a vital mission of the university. USJ created the Office for Student and Alumni Affairs in 2018 with the objective of actively building the network of alumni and bringing them back to be models for the younger generation.

USJ Alumni Newsletter

Objectives

The university aims to maintain a strong and engaged relationship with its former students. By providing regular updates on university news, events, achievements, and alumni success stories, the newsletter aims to keep alumni connected to their alma mater and informed about the ongoing developments at the university.

Description

The USJ Alumni Newsletter is sent to all USJ alumni's email in January, April, July and October. The content of the newsletter includes upcoming activities promotion, latest university news, achievements of USJ students and alumni, and career opportunities provided by USJ partner organizations.

Link: <https://www.usj.edu.mo/en/alumni/>

USJ Alumni Stories

Objectives

Alumni Stories showcase the diverse paths and successes of USJ students after graduating from the university. By sharing these stories, the university aims to inspire current students, prospective applicants, and the broader community with real-life examples of how education from USJ has impacted and contributed to the achievements of its alumni. These stories serve as a testament to the quality of education provided by the university, the opportunities available to students, and the potential career paths that can be pursued after graduation.

Description

Led by the OSAA, alumni including both long-standing and recent graduates are invited to share their experiences during their time at the university, how they have applied their studies in their careers, and offer advice to current students at USJ and those considering enrolling in the future. The Alumni Stories are primarily presented in textual form, with some being showcased in both text and video formats. The comprehensive coverage is not only featured on the university website but is also included in the Alumni Newsletter.

Link: <https://www.usj.edu.mo/en/alumni-news/>

Student-Alumni Gatherings

Date: From May to June 2025

Participants: Final-year students of USJ

Objectives

The OSAA collaborates with different faculties to organize gathering events that aims to bring together the graduates and alumni. The primary objective is to provide a platform for valuable exchanges between students and alumni, enabling the graduates to gain clearer insights into their post-graduation prospects, acquire relevant market information, and at the same time, strengthen the bond between alumni and their alma mater.

Description

The Office for Student and Alumni Affairs (OSAA), in collaboration with various faculties, organized a series of graduation gathering events to prepare graduates for their future careers or further studies. Sponsored by the Macao Foundation, these events provided valuable opportunities for students to connect with faculty members and alumni from their study programmes.

On 16 May 2025, the Faculty of Arts and Humanities (FAH) celebrated the completion of the Bachelor of Communication (BCM) graduation show with a rooftop gathering at the academic building. Professor Carlos Caires, Dean of FAH, Professor Joao Brochado, Programme Coordinator of BCM, other professors of the faculty, and BCM alumni attended the event for an evening of networking and celebration.

On 19 May 2025, the Faculty of Religious Studies and Philosophy (FRSP) hosted a lunch gathering at Restaurant Galo for Bachelor of Christian Studies (BCS) graduates. The event

provided a platform for students to discuss their future plans with Reverend Professor Cyril Law, Dean of FRSP.

On 23 May 2025, the School of Education (SED) invited alumna Kinki Chan to share her experiences with Bachelor of Education (BED) graduates during a dinner gathering on the 18th floor of the Residential Hall. The session focused on interview preparation and career insights for aspiring teachers.

On 23 June 2025, the Faculty of Health Sciences (FHS) hosted an alumni sharing session featuring Summer Cheng, a social work alumna, for students from programmes of Bachelor of Social Work (BSWP) and Master of Social Work (MSW). The event provided insights into the diverse skills and career paths in the aspect of social work.

On 10 July 2025, the Institute of Science and Environment (ISE) held an evening gathering event named 'Science Under the Stars', inviting ISE alumni, students, and staff to the Speaker Hall of USJ's NAPE Campus. The event featured inspiring talks from distinguished alumni working in environmental science and research, offering graduates valuable career guidance and networking opportunities in their respective fields.

These gatherings not only strengthened the bond between graduates, alumni, and faculty but also equipped students with practical knowledge for their next steps. The university looks forward to continuing such initiatives to support students' transitions into their professional or academic futures.

News: <https://www.usj.edu.mo/en/news/2024-2025-graduation-gathering-series-prepares-students-for-future-endeavors/>

USJ-AAUSJ Exchange Tour: Qingdao

Date: 30 May - 3 June 2025

Venue: Qingdao, China

Participants: 19 USJ alumni, faculties members and students

Objectives

This annual exchange tour is an initiative to connect the alumni association of USJ (AAUSJ) and the university. In 2024/2025, the tour allowed participants to witness China's cultural legacy and national transformation firsthand, nurturing patriotic sentiment. The visits to these prestigious institutions also strengthened ties among alumni, faculty, and students.

Description

The University of Saint Joseph (USJ) organized a five-day trip to Qingdao, Shandong, where participants explored the Institute of Oceanology of the Chinese Academy of Sciences (IOCAS), Ocean University of China (OUC), and the Chinese People's Liberation Army Navy Museum.

Relevant Link:

<https://www.usj.edu.mo/en/news/usj-explores-marine-research-and-shandong-culture-in-qingdao/>

7.2 Scholarships and other awards

7.2.1. Scholarships and Fellowships awarded by USJ

Scholarship awards are an investment in the human development of Macau. The Scholarship programme commenced in 2006. In the academic year of 2024/2025, a total of 175 scholarships and fellowships were donated by USJ and different organisations and individuals, amounting to over MOP 9.3 million. Besides, special financial aids amounting to MOP 1,324,000 were provided to students of the Bachelor in Christian Studies and Foundation Course in Philosophy programme.

7.2.2 Scholarship and Fellowship awarded by the community

In the academic year of 2024/2025, USJ Scholarship and Fellowship Award Ceremony, 48 students with outstanding academic performance were awarded USJ Community Scholarships, a total of Mop 867,000 was donated by 14 prominent local institutions and individuals while 8 students with financial need were awarded USJ Community fellowships with a total of Mop 120,000 was donated by four prominent local institutions and individuals. Four institutions and individuals donated a total of Mop 15,000 to support USJ Prison Outreach Programme to empower incarcerated individuals through education.

Scholarship Application and Selection

Recipients must be regularly active students with no outstanding balance in the current academic year. Recipients must be regular full-time students in the former year with no retake modules due to failure, and their minimum GPA must be at least 14/20.

Students are not required to apply for USJ Community scholarships, and the University of Saint Joseph Scholarships Committee selects the recipients according to the values and purposes defined by the donors with the confirmation of the programme coordinators. Please refer to the USJ Community Scholarships List to check the criteria defined by the donors.

Fellowship Application and Selection

Applications are accepted at the beginning of the first semester of each academic year. All USJ students with a cumulative GPA of 14/20 or above and meeting the donors' requirements are eligible to apply. Interested students submit all the required documents by the end of the official application period. The USJ Community Scholarships and Fellowships Committee then

decides on the result based on the academic merit and the financial situation of the applicants. A selected number of qualified applicants are invited for interviews. Results will be announced in November.

The University of Saint Joseph evaluated the applications on a case-by-case basis and all information was kept confidential. USJ community fellowships will be granted based on the students' applications.

7.2.3 Scholarships and Fellowships Award Ceremony

The University of Saint Joseph (USJ) held its 2024/2025 USJ Community Scholarships and Fellowships Award Ceremony at the Auditório Centenário de Fátima of Ilha Verde Campus on 14th November 2024. A total of 175 scholarships and fellowships were donated by different organisations and individuals, with the amount exceeding MOP 9.3 million.

Present among the guests of honour were Mr. Li Yongle, representative from the Department of Education and Youth Affairs of the Liaison Office of the Central People's Government in Macao SAR, the Most Reverend Bishop of Macao Stephen Lee Bun-Sang, Chancellor of USJ, Ms. Tam Sio Wa, Head of the Division of Tertiary Educational Cooperation and Exchange of the Education and Youth Development Bureau of the Macao SAR, Ms. Debby Lei, Representative of Macau Foundation, Ms. Janet Lui, the representative of Mr. Lucas Lo, Founding Fellow of the University of Saint Joseph Court of Benefactors, and Rev. Prof. Stephen Morgan, Rector of USJ, deans, faculty members, and donor representatives.

Representatives from USJ's Community Scholarships and Fellowships donors were present at the ceremony, including (listed alphabetically): Alumni Association of University of Saint Joseph, Banco Nacional Ultramarino, S.A., Bank of China Macau Branch, CESL Asia – Investments & Services, Limited, China Telecom, Companhia de Electricidade de Macau(CEM), Companhia de Telecomunicações de Macau(CTM), CPM – Macau Parking Company Ltd, Education Fund, Galaxy Entertainment Group, Henry Fok Foundation, Macao Diocese, Macao Foundation, Macau Tower Convention & Entertainment Center, Mr. Lucas Lo, Ms. Sio Wai Chu, Sands China Ltd., The British Chamber of Commerce in Macao.

The USJ Community Scholarships and Fellowships Award Ceremony takes place annually aiming to recognize our students' academic achievements and the contributions of the donors. It is not only an event that encourages students with financial difficulties but also an opportunity for USJ to show gratitude to the scholarship and fellowship donors for their generosity. The student recipients expressed their gratitude to donors and shared their words of appreciation to donors on their contribution during the ceremony.

Relevant Link:

News: <https://www.usj.edu.mo/en/news/usj-awards-over-a-hundred-outstanding-students-with-scholarships-and-fellowships/>

7.2.4 Admissions scholarships

USJ offered different types of scholarships to new students in the 2024/2025 academic year. Details are as follows:

Direct Admissions

USJ offers priority placement in our bachelor's degree programmes to graduating students of local Macao secondary schools who show academic potential, outstanding engagement in the community, or aptitude in other areas to secure their acceptance at USJ before the official application period starts. Students enter the direct admission process via nomination by their secondary school. Students who apply through Direct Admissions have waived the application fee (MOP500 in 2024/2025).

Principals' Recommended Admission Full Scholarships (4 recipients)

Benefit: Full tuition fee waiver for four years

Eligibility: Nominated by high school with a recommendation letter

Criteria: Academic performance, interview performance, motivation letter, school recommendation letter, English Placement Test (B2 level or above).

*The scholarship is issued by year. After the first year, recipients must have a yearly accumulated GPA of 16 or above out of full mark 20 to maintain the scholarship.

USJ Direct Admission Community Scholarship (5 recipients)

Benefits: Scholarship MOP 10,000 and entrance interview exemption.

Eligibility: Nominated by high school with recommendation letter

Criteria: Academic performance, motivation letter, English Placement Test (B1 level or above)

USJ Social Admissions Fellowships for Incoming Local Undergraduate Students: (9 recipients)

Benefits: 50% to 100% tuition fee waiver for four years.

Eligibility: Scholarship opportunities for local candidates from low-income households

Criteria: Financial situation.

USJ Admissions Fellowships for Incoming International Students: (2 recipients)

Benefits: Full tuition fee waiver and 100% Deduction of Residential Hall Fee for four years.

Eligibility: International candidates from low-income countries as classified by The World Bank.

Criteria: Financial situation, academic background and admission interview performance.

USJ Admissions Scholarships for incoming international students: (23 recipients)

Benefits: Full tuition fee waiver for four years.

Eligibility: Scholarship opportunities for international candidates from designated countries

Criteria: Academic background and Admission Interview performance

*Priority will be given to students from Portuguese speaking countries, Southeast Asia, North American, British Virgin Islands.

USJ Admission Fellowship for Students from Low-income Blue-card Households in Macau (2 recipients)

Benefits: Full tuition fee waiver for four years.

Eligibility: International students who are children of blue-card holders in Macau and are applying to the Bachelor Programmes

Criteria: Applicants will be considered based on their financial status.

Lucas Lo Scholarships for the University of Saint Joseph for 2024/2025 (12 recipients)

To cultivate talents in Macau, Mr. Lucas Lo continued to offer six full scholarships and six half scholarships for the best candidates from USJ from the Academic year 2021/2022, (6 full scholarships and 6 half scholarships) in total over four years of the student's studies, for students who choose to complete the Bachelor degrees at the University of Saint Joseph. The Lucas Lo Scholarships for the University of Saint Joseph aims to support high-calibre students to study at the University of Saint Joseph, which will offer them a rich international experience. Mr. Lucas Lo hopes that these scholarship recipients will contribute to the Catholic Church and the development of Macao in the future.

BOC admissions scholarships for 2024/2025: (4 recipients)

Benefits: MOP 22,000

Eligibility: Four recipients who applied to Undergraduate Programmes in the Academic year 2024/2025.

Criteria: Academic background, English proficiency result, and Interview performance

7.2.5 USJ CARE Scheme

Once a student has been accepted to USJ, students are eligible to receive many supports throughout their time at University until graduation. Support and guidance are given across all pillars of student life, including but not limited to

- Academic advising
- Financial support such as tuition fee, deduction fee in [residential hall](#), food, etc.
- [Career opportunities](#) (Student Ambassador Scheme)
- [Personal and social support](#)

Special care was given to students from low-income households* or low to low-middle income countries**

**DSEJ defines low-income households as those with a monthly income of less than MOP6,530 (1 family member) to Mop 30,410 (8 family members or above). For detailed information, please click [here](#).*

***Low to lower-middle-income countries here refers to the [World Bank classification](#).*

7.2.6 USJ Hardship Fund

The University established the USJ Hardship Fund to collect online donations to support students in challenging situations. Our Scholarship and Fellowship Committee manages it by regularly publishing audited reports. The list of beneficiaries is strictly confidential, and all beneficiaries must receive support from USJ's Counselling Centre.

7.2.7 USJ Alumni Tuition Reduction (USJ 校友學費優惠)

In recognition of their essential role as proud members of the USJ family, USJ is delighted to offer our alumni and their next of kin (spouses, children, and parents) a 25% tuition fee discount for all degree programmes (Bachelor, Master, and Doctorate) starting from Spring Semester 2020/2021.

7.3 Student Appeal regime

There are different channels for the students to appeal, and below please find the procedures available:

- Provisional rules on filing and settlement of complaints and disputes
- Grade Appeal Process

USJ is committed to making our campuses safe and inclusive for university community, the following policies were introduced and implemented.

- Anti-Harassment Policy and Reporting Form
- Anti-Bullying Policy and Bullying Reporting Form
- Equality and Diversity Policy

7.3.1 Provisional Rules on Filing and Settlement of Complaints and Disputes

To safeguard a decent and friendly working environment and promote mutual respect and cooperation among all staff and students, the University of Saint Joseph has introduced the following Rules on Filing and Settlement of Complaints and Disputes.

1. Basic Principles

1.1. Application of the Rules. These Rules provide the general guidelines for the filing and handling complaints and disputes between staff members and/or students of the University that are not governed by the Anti-Discrimination and Anti-Harassment Policy and other special policies of the University.

1.2. The right to file complaints and disputes. Any individual who is a staff member or student of the University has the right to file a complaint of any misconduct and to file a dispute on an action of another staff member or student if he or she has a reasonable ground to believe that the misconduct or action is an infringement of his or her rights or a violation of the laws of Macau, regulations of the University or the generally recognised basic standards of ethics in a civilised society.

1.3. Complaint/dispute settlement. Everyone should understand that the University provides a variety of informal mechanisms of dispute resolution and grievance settlement, including private counselling, peer consultation, mediation, and reconciliation. Filing a formal complaint or dispute may start a lengthy formal process of investigation within the University, and so should be used only when other solutions have failed or been deemed inappropriate.

1.4. Lawfulness, fairness, and efficiency. The University's procedures for handling and settling complaints and disputes must be lawful, fair, and efficient. The University and all parties involved shall abide by the laws of Macau and the University's regulations and policies and respect the terms of reference in any contract. The procedures shall be fair to both parties and the stakeholders of the University. A dispute shall be settled efficiently without undue delay and causing the least possible damage to the friendly working environment and the best interests of the parties involved.

2. Filing of Complaint and Dispute

2.1. Initial consultation. It is highly recommended that anyone who plans to file a complaint or dispute first consult his or her superior, the head of the relevant office, the dean, or a member of the Executive Council of the University. This informal consultation shall be private and confidential unless reporting to the employer or disclosure to the public authorities is specifically required by a contract or written policy of the University or the law of Macau.

2.2. Formal complaint or dispute. Anyone who decides to file a formal complaint of misconduct or a dispute on an action of another person shall submit a written statement to an Officer of the University. This Officer may be the supervisor or superior of the complainant, the head of the relevant office, the dean, a member of the Executive Council, or the Rector of the University. The submission can be made by registered mail or in person.

2.3. Limitation. The complaint or dispute should be filed promptly and no later than within three months of the last incident of perceived misconduct or wrongful action

unless there are extraordinary circumstances that prevented the complainant from doing so. Such circumstances should also be specifically explained in the complaint or dispute statement.

3. The essential elements of a complaint or dispute statement.

The written complaint or dispute statement should state

(1) Basic information about the complainant, including his/her full name, age, gender, status in or relation with USJ, telephone number, email address, USJ student number, or official identity card number. An anonymous report is not considered a complaint or dispute.

(2) Basic information of the opposing party, including his/her name, status in or relation with USJ, and any other information that can help to identify this person.

(3) Description of the misconduct or wrongful action, including the date and time, location, behaviour, sequence of events, harm, and consequences.

(4) Description of evidence, such as witnesses of the incident, documents, and emails. Available documentary evidence and written testimonies shall be submitted as attachments to the complaint or dispute.

(5) Request for corrective action or protection.

(6) Consent to disclose the complaint or dispute to the accused person and the relevant persons to be contacted by the University.

(7) Signature of the complainant on every page of the written statement.

(8) The date when the complaint or dispute is filed.

4. Complaint/dispute resolution process

4.1. Informal intervention. The Officer who receives the complaint shall assess the situation and consider an informal intervention, which may be in the form of discussion and mediation. However, the parties may refuse to accept this informal intervention and demand the initiation of formal intervention by a Complaint/Dispute Resolution Committee.

4.2. Report and transfer of documents. If the informal intervention fails to reach an agreement or is rejected by either one of the parties involved, the Officer shall immediately report to the Rector in writing and transfer all the relevant documents to the Rector's Office.

4.3. The Rector shall set up a Committee of three members to review the submission and launch an investigation of the Case.

4.4. Notice to the other party. The Committee shall notify the opposing party in writing that a Case has been filed against him or her. The notification will also state

the name of the complainant and the issue of the Case with an attachment of a copy of the complaint or dispute statement.

4.5. The hearing. The Committee shall conduct a closed-door hearing of the Case. Both parties shall attend the hearing and answer questions raised by the other party and the Committee members. The Committee may interview the witnesses, demand documents from relevant offices or individuals in the University, and conduct further investigation and additional hearings. All relevant offices and individuals shall provide assistance to the Committee.

4.6. Burden of proof. The burden of proof is always with the party who claims a fact or initiates an action against the other party. If the party fails to prove the fact or justify the action, he or she shall lose the case.

4.7. The Decision. The Committee shall make a written decision on the Case based on the majority opinion, within one month after the completion of the hearing(s). This decision is final.

4.8. Corrective actions. The Decision shall include corrective actions. If disciplinary action is desirable, the Committee shall make a recommendation to the Rector, who shall make a decision in writing within one month after the recommendation is made.

5. Confidentiality. All parties should respect a reasonable level of confidentiality of all other parties involved and in the process. The discussion of a complaint or dispute shall be limited to those that need to know.

6. False complaint and information. The complainant should understand that it is a violation of ethics and/or law to file a false complaint or provide false information. Such wrongdoings will also be subject to investigation and appropriate disciplinary actions.

7. Legal remedies. Anyone who believes an incident of misconduct or wrongful action has violated the law of Macau may seek legal remedies in a court of law, with or without filing a complaint or dispute to the university. It is helpful if he or she notifies the university.

8. Report of crime. Anyone who believes he or she has become a victim of a crime because of an incident of misconduct should report it to the police in Macau, with or without filing a complaint to the university. It is helpful if he or she notifies the university.

The right to interpret the provisions hereof rests with the Executive Council of the university.

Approved by: The Executive Council of University of Saint Joseph on April 28, 2015,

7.3.2 Grade Review Appeal Process

As many student complaints are appeals about grades, USJ has designed a Grade Review Appeal Process, detailed procedures of which are included in the Student Handbook.

Students have the right to make a grade review appeal request in writing, addressed to the Registrar. After receiving a grade appeal request, a committee of three members will be appointed by the respective dean to review the grade. Simultaneously, a report regarding the grade will be requested from the teacher who awarded the grade, due within a maximum of two weeks. The committee will then review the teacher's report and interview him/her (if required). The committee must call a hearing, or reply to the appeal, within ten working days of receiving the report from the teacher. If any member of the committee considers that the allegations warrant a hearing, the student will be called. Otherwise, the student will be informed of the outcome. The grade will be updated and, if the outcome is positive, the student may claim back the fee paid for the appeal process.

Related documents: [Appeal Committee](#)

Further, the University of Saint Joseph is committed to actively promoting an inclusive culture on campus, values respectful diversity and creating a safe campus. Below please find some additional policies we are implementing for this purpose.

Anti-Harassment Policy and Reporting Form <https://gae.usj.edu.mo/knowledge-base/1-4-2-1-anti-discrimination-and-anti-harassment-policy-and-reporting-form/>

Anti-Bullying Policy and Bullying Reporting Form
<https://gae.usj.edu.mo/knowledge-base/1-4-2-27-anti-bullying-policy-and-bullying-reporting-form/>

Equality and Diversity Policy
<https://gae.usj.edu.mo/knowledge-base/1-4-2-2-equality-and-diversity-policy/>

7.4 Student organisations, student activities and works done on creation of a positive campus climate

7.4.1 Students' Association (USJSA) and Clubs

USJ provides opportunities for students to pursue their personal, professional and academic goals in student-led organizations. With the support from the university, the USJ Student Association and student clubs have organised different events on campus for students' well-being and development.

USJ Music Club - Music Cosplay Night

Date	24 October 2024
Venue	University of Saint Joseph

No. of Participants 40 students

Objectives

Promote creativity among students and having a fun time with colleagues, and also create a safe space for students to express and explore.

Description

Start the school year with big performances to see the creative side of our students as they come to interpret their pick out of the wide selection of musical artists and characters worldwide. This event was a creative night. The performers found new ways to express themselves and embody the artists of their choice. The music club has always been keen on creating a space for all students and even faculty members to come and mingle, building stronger connections within the university, and to filter out the stress of studies and work from the previous week to prepare them for the next.

News

https://www.instagram.com/p/DCCTNhmyY1q/?hl=en&img_index=1

USJ Green Club Joins Sands Cares Hygiene Kit

Date 24 Oct 2024

Venue University of Saint Joseph

No. of Participants 10 students and staff

Objectives

This collaboration is part of USJ's broader efforts to advance sustainability and environmental awareness in Macao. USJ continues to champion innovative solutions to environmental challenges and shape a sustainable future through its Institute of Science and Environment and student-led initiatives like the Green Club.

Description

The USJ Green Club proudly participated in the Sands Cares Hygiene Kit Build with Clean the World event held at The Venetian Macao's Cotai Expo on 24 October 2024. The event saw over 350 volunteers from Sands China and community partners come together to assemble more than 30,000 hygiene kits in one day. Each kit includes soap, shampoo, conditioner, bath gel, a toothbrush, toothpaste, and an encouraging message from Sands China and Clean the World. The University of Saint Joseph's (USJ) participation, alongside community partners such as Macau ECOnsious Association, Green Future, and the Bosco Youth Service Network, highlights the university's dedication to promoting sustainability and contributing to global well-being.

News: <https://www.usj.edu.mo/en/news/usj-green-club-joins-sands-cares-hygiene-kit-build-with-clean-the-world/>

USJ Clubs Dinner

Date	15 May 2025
Venue	University of Saint Joseph
No. of Participants	60 students, alumni, invited guest

Objectives

The University of Saint Joseph (USJ) organised the “2025 USJ Clubs Dinner” at the Student Lounge on the 15th of May, 2025. This event brought together participants from USJ’s student association and clubs, facilitating exchange and collaboration among them. It also served as an opportunity for the university to express appreciation to its students and alumni for their dedicated efforts and strong support towards campus activities. The event attracted over 60 attendees, creating a lively atmosphere.

Description

Distinguished guests in attendance included Mr. Chan Lok Wai, Head of the Department of Students of the Education and Youth Development Bureau; The Rector of USJ, Rev. Prof. Stephen Morgan; Dr. Teresa Loong, Vice Rector of USJ, Dr. Alejandro Salcedo, Administrator of USJ; and Ms. Ngai Sou, Vice-Chair of the General Assembly of the Alumni Association of USJ (AAUSJ).

In his opening speech, Rector Morgan commended the students for their hard work and contribution in the past academic year. He highlighted the significance of peer interaction and extracurricular activities on the university campus. Taking his own experience as an example, he mentioned that in the learning process, apart from classroom content, 70% of the knowledge gained comes from peer-to-peer interaction and exchange of ideas. He emphasized that engaging in university community activities is a core part of students’ life experience, and that young people should maintain their enthusiasm and motivation in community activities. He encouraged students to cultivate their own multi-skill development with an attitude of self-satisfaction in the process.

During the presentation, members from various societies shared their exciting activities and competitions. Representatives from Basketball, Badminton, Volleyball, Football, Music, Business and Green Clubs introduced the tournaments and activities in which their teams have participated. A review of the student clubs’ performance, including the records of competition awards and achievements, was presented to give participants a deeper understanding of their regular operation and communication process of each club. Last but not least, members from the Music Club performed three popular songs, which demonstrated the diverse talents and vitality of USJ students.

News

<https://www.usj.edu.mo/en/news/usj-hosts-appreciation-dinner-for-student-association-and-clubs-2/>

7.4.2 Student Development Programmes

7.4.2.1 Sports Activities

Sport is an important and exciting part of student life at the University of Saint Joseph. It is a component of education that challenges students by providing opportunities to attain the skills and knowledge to be physically active as part of a healthy lifestyle.

Further, regular participation in physical activity allows students to develop a pattern of life-enhancing and self-rewarding experiences that contribute to their potential to be healthy members of society. USJ has equipped a gym room located on the 4th floor of the Residential Building. The gym has a section of weights as well as a host of cardio machines, such as treadmills, cross trainers, rowing machines, and exercise bikes. Physical activities were intended to be held to benefit the well-being of students, alumni, and staff.

Regular training

There are 5 sports teams at USJ including basketball (male), volleyball (male and female), badminton and soccer teams in the first semester. Regular training was provided and with the assistance of the coach, team players were supported in improving their skills. The team had set their goals and actively worked towards the goals. All these activities take place throughout the academic year which requires coaching, rental, and several logistical and operational costs.

Team	Period	Venue	No. of participants
Badminton	Sep 2024-May 2025	USJ	10
Basketball (Male)	Sep 2024-May 2025	USJ	15
Soccer	Sep 2024-May 2025	USJ	20
Volleyball (Male and Female teams)	Sep 2024-May 2025	USJ	20

Competitions

With the training provided for the sports teams, the students have increased their participation in competitive and non-competitive activities and have achieved remarkable results.

They have achieved remarkable results and here name some achievements in the 2024/2025 academic year:

Team	Competition	Period	Achievement (if any)
Basketball	ADUM Basketball competition	19 Oct - 17 Nov 2024	
Soccer	ADUM 11vs11 Soccer competition	26 Oct 2024 - 28 Apr 2024	2rd runner up
Running	ADUM Track and Field competition	21-23 Mar 2025	Ao leong Wai San : 1500M 2rd runner-up
Badminton	ADUM Badminton competition	22 & 29 Mar 2025	
Volleyball (Male and Female teams)	ADUM volleyball competition	23 Mar - 20 Apr 2025	Female: 2rd runner up

SIAS University Intercontinental Basketball Tournament

Date 27 October - 2 Nov 2024
Location SIAS University, Zhengzhou
No. of Participants 13 students

Objectives

It promotes teamwork, discipline, and resilience among players, while enhancing their competitive experience. Additionally, the tournament serves to strengthen the university's reputation in sports and build connections with other institutions, encouraging collaboration and cultural exchange through athletics.

Description

Their skilful execution on the court and their sportsmanlike conduct off the court exemplified their camaraderie and professionalism. Despite facing formidable opponents from diverse backgrounds, spectators and coaching staff praised the team's courage and determination.

Website:

<https://www.usj.edu.mo/en/news/usj-basketball-team-participates-in-the-sias-college-intercontinental-basketball-tournament/>

Touch Rugby Activity

Date	27 March 2025
Venue	University of Saint Joseph
No. of Participants	4 students

Objectives

The event was aimed to inspire students' interest in physical exercise and foster healthy sports habits. The game emphasizes collaboration without physical contact, relying on speed, skill, and teamwork to complete tasks. The activity is also aimed to promote the UN SDGs 3 (Good Health and Well-being) and 4 (Quality Education).

Description

The Touch Rugby Activity took place on 27 March on campus. The activity was conducted under the guidance of the Macau Rugby Club which focused on running with the rugby ball and emphasizes teamwork, making it suitable for participants of all ages and genders.

News: <https://www.usj.edu.mo/en/news/usj-hold-touch-rugby-activity-to-encourage-healthy-habits-through-sports/>

USJ Sports Day 2025

Date	8 and 9 March 2025
Venue	USJ Campus and External Sports Fields
No. of Participants	100

Objectives

The activity promoted physical and mental well-being across the campus community, embodying the spirit of "Creating Mutual Enjoyment in Sports With Active Participation

Description

The University of Saint Joseph (USJ) hosted the "2025 USJ Sports Day" on 8 and 9 March 2025, attracting over 100 students, staff and alumni, marking the highest participation in the event's history. Featuring basketball, soccer, volleyball and badminton competitions.

News: <https://www.usj.edu.mo/en/news/2025-usj-sports-day/>

7.4.2.2 Volunteer Activities

CESL Asia and Friends Sport Fun Day 2024

Objectives

To promote inclusiveness and raise awareness of disability issues.

Description

The University of Saint Joseph (USJ) took part in the Special Olympics Boccia event. The team included a Special Olympics athlete and two USJ representatives. The sports day was held at the Workers' Stadium football field. Everyone learned the rules and techniques of the game from the Special Olympics athletes. The USJ team came second in the Golden Cap Competition.

News:

<https://www.usj.edu.mo/en/news/cesl-asia-and-friends-sport-fun-day-2024/>

Macau Diocese Family Day

Date	19 October 2024
Venue	Escola São Paulo
No. of Participants	7 Students and staff

Objectives

To help the public better understand the concept and elements of harmonious families, staff and students from USJ designed board games in the theme of Family, allowing participants to learn with fun.

Description

On 19 October, the University of Saint Joseph (USJ) participated in the “Macau Diocesan Family Day – The Vocation Begins in the Family (教區家庭日-聖召由家庭開始)” event organized by the Macau Catholic Diocese. During the event, our USJ students and the members from the Office for Student and Alumni Affairs (OSAA) set up the USJ game booth and performed on stage, aiming to help participants understand the importance of family relationships, while also conveying the message of harmony in families.

The carnival event took place at Escola São Paulo. The game integrates idioms and elements of family harmony, helping participants grasp these concepts in an interactive and engaging manner. Additionally, younger students who may not be able to complete tasks independently were assisted by parents during the game, adding a touch of parent-child joy to the event.

News:

<https://www.usj.edu.mo/en/news/usj-students-promoting-harmony-at-the-macau-diocese-family-day/>

USJ Blood Drive 2025

Date	14 March 2025
Venue	University of Saint Joseph
No. of Participants	20 Students and staff members

Objectives

The activity aims to promote the importance of donating blood to help others.

Description

The event started at 11am at the Student lounge. It received enthusiastic support from students and staff members from different backgrounds. One participant mentioned that she had made a prior reservation through the official website, which was convenient for arranging her schedule. Due to her family member's previous experience of benefiting from blood transfusions during a surgery, she hoped to take this opportunity to give back to the society.

News

<https://www.usj.edu.mo/en/news/usj-blood-drive-2025/>

7.4.2.3 Student Adaptation

To integrate the freshmen, International, Mainland and Exchange students into student life, we have coordinated a series of orientation sessions online and face-to-face modes for different audiences, and student ambassadors are recruited as volunteers to assist them.

Orientation Programme 2024

Date	28 August 2024 to 13 September 2024
Venue	University of Saint Joseph
No. of Participants	250 students

Objectives

Aim to warmly welcome new students and assist them in embarking on a new chapter on campus.

Description

To facilitate the integration of new students into campus life and enhance mutual interaction and communication, the University of Saint Joseph (USJ) organized the USJ Orientation Day on August 29. The event included introductions to campus facilities and services, green environmental lectures, dialogues with faculty members, and campus tours, attracting over 80 participants to join in the lively atmosphere.

Orientation Day

<https://www.usj.edu.mo/en/news/usj-welcome-new-students-to-embark-on-a-new-chapter/>

Induction Week

<https://www.usj.edu.mo/en/news/usj-osaa-hosted-a-series-of-welcoming-activities-to-integrate-students-into-campus-life/>

Welcome Ceremony for Mainland Students

<https://www.usj.edu.mo/en/news/usj-hosts-the-welcoming-ceremony-for-mainland-students-2024-2025/>

Photos

<https://www.flickr.com/photos/usjmacau/albums/72177720320039134/> and <https://www.flickr.com/photos/usjmacau/albums/72177720320226164/>

7.4.2.4 Whole Person Development

As a Catholic University, “Holistic Development” is part of the educational philosophy of the Catholic Church. It is considered that a university should not only teach skills but provide a comprehensive education to all students, including social, emotional, intellectual, physical, and spiritual ones. The objective of this project is to arrange activities and visits that focus on the cultivation of the attributes of whole-person development such as social and emotional competencies, leadership skills, civic responsibilities, and a sense of citizenship. The activities can also be with the aim to broaden the horizons of the students.

Celebrating Mid-Autumn Festival at USJ: Embracing Tradition and Fostering Intercultural Exchange

Date	13 September 2024
Venue	University of Saint Joseph
No. of Participants	60 students

Objectives

Aiming to enhance students' understanding of Chinese traditional festivals, promote cross-cultural exchange, and enrich students' appreciation of Chinese traditional culture through various activities.

Description

Organised by the Office for Student and Alumni Affairs (OSAA) of the University of Saint Joseph (USJ) and sponsored by the Macao Foundation, the Mid-Autumn Celebration event took place on the 13th of September. This cultural experience series was aimed to facilitate cross-cultural exchange among students and bring together faculty and students from different nationalities to appreciate the unique charm of Chinese culture and deepen their understanding of traditional festivals.

News

<https://www.usj.edu.mo/en/news/celebrating-mid-autumn-festival-at-usj-embracing-tradition-and-fostering-intercultural-exchange/>

USJ Support Station 2024

Date	19 to 20 November 2024
Venue	University of Saint Joseph
No. of Participants	students

Objectives

The aim was to construct an interactive platform through the event, focusing on students' mental health changes, understanding their learning needs, and providing more tailored support.

Description

USJ held the USJ Support Station to help students maintain a good study-life balance. The campus-wide event offered snacks, drinks, a message board and stress relief tips to help students stay in good mental health during exams.

News

<https://www.usj.edu.mo/en/news/usj-osaa-hosts-support-station-to-encourage-students-to-spread-positive-messages-on-campus-during-exams/>

Farewell Party for Exchange Students

Date	22 Nov 2025
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Venue	University of Saint Joseph
No. of Participants	2staff members and 10 students

Objectives

Provide opportunities for our students to interact with people from different cultural backgrounds, enabling them to grow together through mutual learning and understanding.

Description

The Office for Student and Alumni Affairs (OSAA) together with the International Affairs Office (IAO) and with the sponsor of the Macao Foundation, jointly organised a meaningful “End-of-Semester and Farewell Party for Exchange Students”. This event is a heartfelt farewell to students who were soon to leave the University of Saint Joseph (USJ) and served as a bridge between Chinese and foreign cultures, allowing exchange students to experience Chinese cultural characteristics in a joyful atmosphere.

News

<https://www.usj.edu.mo/en/news/end-of-semester-and-farewell-party-for-exchange-students/>

USJ Winter Events 2024

Date	2 to 13 December 2024
Venue	University of Saint Joseph
No. of Participants	Around 200 students

Objectives

In the spirit of the approaching holiday season, the University of Saint Joseph (USJ) held a series of events from 2 to 13 December, bringing together faculty and students to immerse in the festive atmosphere. The series included the DIY Workshop: Miniature Scene with 3D Stickers, the Cultural Exhibition Area, and the USJ Pre-Christmas Party 2024 – Winter Formal, aiming to spread the holiday blessings and care to the faculty and students.

Description

The DIY Workshop: Miniature Scene with 3D Stickers took place at the USJ Ilha Verde campus on 2 and 3 December. Led by staff from the Office for Student and Alumni Affairs (OSAA), students engaged in hands-on creation of miniature scenes, enhancing their creativity and manual skills. The workshop provided a platform for students to interact, share ideas, and learn from each other. Participants learned to utilize various materials and tools in a festive Christmas atmosphere to craft unique miniature scenes.

The Cultural Exhibition Area was set up at both the OSAA office and the student lounge. It showcased food and traditional attire from different countries during the holiday season,

allowing students and faculty from various nationalities to appreciate diverse celebration methods.

The USJ Pre-Christmas Party 2024 – Winter Formal took place on 13 December, organized by the USJ Student Association (USJSA) and sponsored by the Education and Youth Development Bureau. The event featured party snacks and beverages, a cultural exhibition area, musical performances, best-dressed award, and a gift exchange segment, creating a lively atmosphere.

The party commenced at 7 p.m. at the USJ Student Lounge. Distinguished guests included Ms. Lei Im Kei, Acting Head of the Department of Students of the Education and Youth Development Bureau; Ms. Jenny Lam, Head of OSAA; Mr. Redfield Cheong, Vice Treasurer of the Executive Committee of the Alumni Association of USJ (AAUSJ); faculty members from various faculties, and members of USJSA.

News

<https://www.usj.edu.mo/en/news/usj-winter-events-series-2024/>

Cultural Activity: Chinese New Year

Date	7 to 24 January 2025
Venue	University of Saint Joseph
No. of Participants	100 students

Objectives

The university aimed to deepen students' understanding of Chinese traditional New Year customs and their cultural significance through cultural exhibitions and quiz games, enhancing the interest of international students in learning extracurricular knowledge.

Description

The activities included a Chinese New Year Cultural Exhibition and Quiz Game, Chinese New Year Beaded Bracelet Workshop, Chinese Calligraphy and Paper Cutting Experience, Traditional New Year Delicacies Tasting, and Blessing Slogans for the Year of the Snake. USJ staff and students joyously celebrated together, creating a lively atmosphere.

News

<https://www.usj.edu.mo/en/news/usj-hosts-festive-activities-of-chinese-new-year-for-staff-and-students/>

USJ International Cultural Carnival 2025

Date	1st March 2025
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Venue	University of Saint Joseph
No. of Participants	200 staff members and 1000 students

Objectives

The carnival aims to celebrate the rich multiculturalism of our university while providing students and the local community with an opportunity to deepen their understanding of international and Macao's local culture, fostering cross-cultural interaction and exchange.

Description

The vibrant event brought together students, faculty, and alumni from over 50 nationalities, with 30 different booths offering a variety of activities, including faculty information, traditional food tastings, and games. The carnival aimed to celebrate USJ's rich multiculturalism while promoting cross-cultural interaction and exchange, it also served as an open day for the general public to explore the campus facilities and to learn about the various academic programmes offered at USJ.

The opening ceremony was held at 12:00 PM at the USJ Ilha Verde Campus. Guests in attendance included Mr. Chu Zhiwen from the Liaison Office of the Central People's Government, Mr. Carlos Roberto Xavier, Head of the Department of Higher Education of the Education and Youth Development Bureau, Ms. Tang Mei Lin, Acting Head of the Public Library Management Department of the Cultural Affairs Bureau, Mr. Lei Wai Nong, Member of the Macao Foundation, Mr. Sio Hon Pan, Curator of the Macao Science Centre, Mr. Cheong Kim Fong, Head of Section of Youth Concern Group, Macao Judiciary Police, Bishop Stephen Lee Bun-sang, Chancellor of USJ, Professor Stephen Morgan, Rector of USJ, as well as representatives from the university, and various sectors of the community.

During his opening remarks, Rector of USJ, Professor Stephen Morgan, highlighted USJ as a place of international and intercultural experience, stating "What I hope you will see is the magic that makes this university a very special place, a genuine centre of cultural engagement and exchange, here in the heart of Macao, here in China. And I want you who are visitors to know that, although we don't have a carnival every day, we very much do have a rich and joyful exchange of cultures in almost everything we do, in almost every conversation, every task. It is why our graduates have something very special about them, something certainly unique here in Macao."

The highlight of the carnival was the grand parade, where USJ students and faculty from around the world carried flags representing their countries, officially kicking off the carnival. This year's international booths included China, Macao SAR, Portugal, Brazil, the Philippines, Vietnam, Timor-Leste, Myanmar, Cambodia, British Virgin Islands, Angola, Mozambique, Guinea-Bissau, Cape Verde, and South Korea. Each offered samples of their own traditional cuisine, games and interactive activities.

The event also featured an exciting lineup of performances. Martial arts demonstrations were presented by the "Meng Concept Wing Chun Cultural Association" and the "Escola Sha Li Tau Fang Martial Arts Group". Dance performances included contributions from the USJ

Dance Club, the USJ Myanmar community members, and “Associação de Danças e Cantares Portuguesa – Macau no Coração”. While musical acts featured USJ Music Club, USJ’s USJ Vietnam and Nepal community members, “Associação de Guzheng Lam Fong Chong Wan”, “Our Lady of Fatima Girls’ School” band; and a traditional Chinese opera performance by “The Chinese Traditional Culture (Macau) Exchange and Development Association”.

In addition to performances, the carnival also offered workshops including an eco-friendly planting workshop titled “Bottle to Blooms: Grow a Greener Future” organised by the USJ Library, a samba dance workshop with dance instructor Zuleika Greganyck. Local businesses run by USJ alumni also participated in the Carnival showcasing their offerings. These included “Bunny Bakery”, “Daily Meals”, “Dream Corner”, “Cadenza”, and “Associação de Guzheng Lam Fong Chong Wan”.

This year’s main sponsor was the Macao Foundation, with additional sponsorship from the Alumni Association of USJ and Macau Coca-Cola Beverage Co., Ltd., and media support by Macau Cable TV, O Clarim and Centro Diocesano dos Meios de Comunicação Social.

News

<https://www.usj.edu.mo/en/news/usj-proudly-hosted-its-2025-international-cultural-carnival/>

Exam Support Station: Relax and Recharge With Sakura Coffee

Date	2 April 2024
Venue	University of Saint Joseph
No. of Participants	100 students

Objectives

To encourage students in their exam preparations and help alleviate study stress, the University of Saint Joseph (USJ) held the Support Station on 2 April, spreading positive energy.

Description

The event with the theme of sakura (cherry blossoms) was divided into two sessions, allowing students to stroll through the campus and admire the beautiful cherry blossoms during their breaks. Combining coffee with natural scenery, the activity aimed to help students relax and recharge amidst their intense exam schedules.

The first session was scheduled in the afternoon, primarily serving undergraduate students and on-campus residents. Students enjoyed pink cherry blossom drinks prepared by the Office for Student and Alumni Affairs (OSAA) amidst the beauty of the blooming cherry blossoms around campus. The evening session was held later in the evening to support postgraduate students, offering them a refreshing drink to lift their spirits and recharge for their studies.

This initiative provided a much-needed break, helping students unwind and refocus as they prepare for their upcoming exams.

News

<https://www.usj.edu.mo/en/news/usj-exam-support-station-relax-and-recharge-with-sakura-coffee/>

7.4.3 Students with Special Educational Needs

USJ aims to provide appropriate care and support for all with special needs. We are committed to compliance with the aims of the CRPD (Convention on the Rights of Persons with Disabilities). Once a student has been accepted, the University accepts a responsibility to ensure appropriate provisions for that student throughout his/her course. Students with disabilities can expect to be integrated into the normal University environment. They are encouraged and helped to be responsible for their own learning and so achieve their full academic potential. To ensure that all individuals should be given equal opportunity to learn, all USJ staff is requested to give the best academic and personal support possible and to establish a culture of inclusiveness and respect for students with any kind of disability.

Teaching and Learning

To ensure that all individuals should be given equal opportunity to learn, the USJ academic staff who are teaching the students with special needs are well informed and are required to give the best academic and personal support possible and to establish a culture of inclusiveness and respect for the students with any kind of disability.

For all cases, their respective programme coordinators are well informed of her case and give her the necessary support. We have tried our best to equip our settings and facilities as per their requests.

We have regular meetings with the students to see their needs and ask for their advice on how to improve the condition at the university. We tried to make the students with special needs be treated as normal students as they wish.

Access to Information, Educational Material, and Research

Whenever formal letters or documents are sent to the visually impaired students, the Offices are informed to provide soft copies to be distributed to the USJ visually impaired students. Further, all information is posted at MyUSJ or through email and they have no problem accessing them. They also have easy access to the materials in the USJ Library as most of them are online. In case the materials are not online, their student helpers can assist them to convert the text. With the assistance of their specific software, students can also access other

internet resources without any constraints. In addition, the IT department at USJ provides them with all means of support throughout their academic life in USJ.

Building, Facilities

The barrier-free facilities in USJ are always the concern of the university. We have regularly revisited the facilities to accommodate the needs of our university community.

Participation in Cultural Life, Recreation, Leisure, and Sport

We have been actively encouraging USJ students with special needs to participate in different kinds of activities organised by the USJ Clubs and associations.

8) TEACHING FACILITIES AND ACTIVITY SPACE

8.1 Campus Development Planning

The University does not have any campus development planning in the academic year 2024/2025.

8.2 Management and collaborative use of libraries, laboratories, and resources

8.2.1 Condition of the University Library and Academic Press

8.2.1.1. Introduction & Executive Summary

This chapter provides a joint assessment of two cornerstone institutions of the university's scholarly ecosystem: the University Library and the Academic Press. Together, they form a vital circuit of knowledge—curating, preserving, disseminating, and creating the scholarly record. Both units made significant progress in expanding access, modernising infrastructure, and increasing the global reach of the university's intellectual output.

8.2.2. Condition of the University Library

8.2.2.1 Facilities, Spaces, and Infrastructure:

Condition and Utilisation: At the end of the 2024/25 Academic year, USJ Library remains the service in two branches: *Ilha Verde Campus (Main Library)* and *Saint Joseph Seminary Library*. A relocation of the USJ Library was launched in January 2025, named as *Guilherme Lo & Teresa Lei Lo Library (Lo’s Library)*.

The Main Library covers most of the subjects taught at the university, and the *Saint Joseph Seminary Library* mainly cover philosophy and religious studies. Two libraries provide around 120 seats for users.

8.2.2.2 Collections and Content Strategy:

Physical Collections: Executed a strategic deselection project due to the library relocation project, reducing low-use books and journals by 8000 volumes to the deposit room, and releasing more spaces for public events, such as workshops, lectures and exhibitions. The total number of print collections reaches 130,000 volumes for books and journals. The book loans records 3833 times, for both branches.

Digital and Licensed Resources: Our e-resource portfolio now includes 182 databases, comprising both open-access and subscription-based options. The total number of electronic resources exceeds 800,000 titles, comprising approximately 691,388 eBooks.

Inter-Library Loan (ILL): Fulfilled 23 requests for our users to loan the research materials from the local and international network.

Scholar Hub: Preserves more than 2400 records of scholarly works and 125 projects.

8.2.2.3 Research, Teaching, and Technology Services:

Research Support: Librarian consultations increased 10% after the library relocation and enhanced the hybrid service model, which includes newly added social media and chat rooms on email.

Instructional Impact: Library staff embedded in 10 courses (a record high), reaching over 200 students with information and digital literacy instruction. A self-learning course named *Atomic Library* was launched in 2024 to help students master their skills with library services, tools, and databases.

8.2.2.4 Affiliations

USJ Library is part of the following international and regional institutions:

ABAMAPLP	<i>Aliança Bibliotecária Académica entre a Região Administrativa Especial de Macau (China) e os Países de Língua Portuguesa”</i>
ABAMACHINA	<i>Aliança Bibliotecária Académica para Recursos em Língua</i>

Portuguesa entre a Região Administrativa Especial de Macau e o Interior da China

APBAD	<i>Associação Portuguesa de Bibliotecários, Arquivistas e Documentalistas</i>
GHMULA	<i>Guangdong-Hong Kong-Macau University Library Alliance</i>
IATUL	<i>International Association of University Libraries</i>
IFLA	<i>International Federation of Libraries Association</i>
MALA	<i>Macau Academic Library Alliance</i>
MLIMA	Macau Library and Information Management Association
Open Data SIG	<i>Special Interest Group for Open Data in GHMULA</i>

Note:

- 1. USJ Library will be the chair for MALA from 2025 to 2027.**
- 2. We are applying for membership in the China Private University Library Alliance for 2025/26, to enhance networking and collaboration with other private HEIs in Mainland China.**

8.2.2.5 Advocacy of Librarians

Deputy Librarian, Ms. Catarina Lei, shared the special collection development in USJ Library at the GHUMLA Youth Forum.

8.2.2.6 Library News

Exhibition

September: The 1st Global Typhoon | Macau 1874: A Rediscovery

Received around 200 participants from local and regional areas, to learn the history of the first global typhoon, with audiovisual and textual information. This exhibition is recorded as the first VR exhibition in the library.

Events

January: Inauguration of the Lo's Library.

The official launch of Lo's Library.

March: 2025 Bottle to Blooms (at USJ Cultural Carnival)

An eco-friendly workshop for participants to learn about green actions and preserve the landscape.

April: Reading Month in the City of Macao 2025

We offered the parent-kid reading workshop and art workshop in the cultural centre to 60 participants, and “Whisper: an immersive literature journey” in USJ Lo’s Library, offering different reading experiences for students in the Otto Sonic Installation.

May: Bible Leaves from the 1568 Bishops’ Bible

Display the unique bible leaves from the Bishop’s bible, and a special reading experience, in collaboration with faculty to record the bible and display in the Otto Sonic Installation.

8.2.3. Condition of the Academic Press

8.2.3.1 Publishing Program and Scholarly Impact:

Output and Reach: Published 3 new scholarly monographs and 1 new peer-reviewed journal.

Technology: Either the monographs and journals are centralised on the open-source platform, technical support is provided by the ISO Team, and content is managed by the Production Team in the Press.

Open Access (OA) Initiatives: 50% of new monograph titles were published under OA models, supported by a mix of institutional subventions and grants.

8.2.3.2 Shared Challenges and Strategic Responses

Sustainable Open Access Models: Both units grapple with the financial sustainability of gold OA. Our response is a joint task force to develop a university-wide OA policy and funding framework.

Technological Acceleration: The rapid evolution of AI tools for research and writing presents both ethical and service challenges. We are developing joint guidelines and piloting AI literacy workshops.

Demonstrating Value: In a climate of budgetary scrutiny, quantifying the impact of library resources and press publications on the university’s reputation is critical. We are co-developing a new set of qualitative and quantitative impact metrics.

8.2.4. Strategic Priorities for 2025/26

University Library:

1. Digital Project for Seminary Library Collection.
2. Pilot a library collaboration with MALA members to develop digital literary guidelines.

Academic Press:

1. New series named OA textbook series, and plans for 14 translated textbooks
2. Pilot an OCR project for the reprint collection.

8.2.5. Conclusion

The University Library and Academic Press are in a period of dynamic transformation and strengthened collaboration. The Library has solidified its role as an indispensable partner in the research lifecycle, from conception to data management. The Press has affirmed its mission as a leading disseminator of rigorous, accessible scholarship. By leveraging their unique strengths and shared commitment to open scholarship, they not only enhance the university's global academic stature but also ensure that knowledge created here serves the broadest possible public good. Their continued health is foundational to the university's academic mission.

8.3 Information sheet on campus space, teaching facilities and equipment

Please refer to the proforma REAN11.

9) TEACHING ARRANGEMENT FOR THE CONSTITUTION, BASIC LAW, AND NATIONAL SECURITY

USJ is committed to promoting students' understanding of the Constitution, Basic Law, world conditions, national conditions, and social development, and enhancing their sense of identity and social responsibility to the country. To achieve this mission, we have organized more and more related lectures and activities to continue strengthening the education of loving China and loving Macau so that undergraduate students can gain a deeper understanding of national conditions, regional conditions, and legal systems.

9.1. Teaching arrangements related to the Constitution and the Basic Law, national security and national conditions

The University has deepened its commitment to teaching all undergraduate students in the areas of the Constitution of China, the Basic Law of Macao, and national security and conditions. This material has been delivered through existing modules related to Macao Studies as part of the core curriculum. Specialist staff, including a full professor specializing in Chinese Marxist theory, have been recruited. To further bed in this teaching, the undergraduate programmes have been redesigned to deliver a minimum of 7 credits dedicated to these subjects, and these revised programmes are currently undergoing the accreditation process. All students have been given the opportunity to participate in visits to locations in Mainland China to broaden and deepen their knowledge. Given the large number of non-Chinese nationals at the University, which amounts to about one-third of the students, particular care must be taken to reflect varying sensitivities, while always aiming to foster a love of Macao and China.

9.2. Teacher and student activities/training organized on related topics

Mainland Cultural Tour - Hangzhou 杭州

Date	2 - 5 November 2024
Venue	University of Saint Joseph
No. of Participants	16 staff members and students

Objectives

Members of the delegation visited mainland universities for exchanges and visited local landmarks to gain a better understanding of the country.

Description

Sponsored by the Macau Foundation and supported by the Liaison Office of the Central People's Government of the Macao SAR, USJ organised a four-day exchange tour to Hangzhou from 2 to 5 November. Members of the delegation visited mainland universities for exchanges and visited local landmarks to gain a better understanding of the country.

News

<https://www.usj.edu.mo/en/news/usj-representatives-visit-and-exchange-tour-in-hangzhou/>

Beyond Borders: HK Exchange Tour

Date	16 to 17 December 2024
Venue	University of Saint Joseph
No. of Participants	7 staff members and 12 students

Objectives

To explore local landmarks to gain insights into the city’s situation and foster positive values of mutual respect and inclusivity among students.

Description

USJ embarked on a two-day exchange trip to Hong Kong from 16 to 17 December. The delegation members visited higher education institutions in Hong Kong for exchanges and explored local landmarks to gain a deeper understanding of the city.

News

<https://www.usj.edu.mo/en/news/usj-exchange-programme-in-hong-kong/>

USJ Photo Competition In Celebration of the 25th Anniversary of the Establishment of the Macao Special Administrative Region

Date	18 December 2024
Venue	University of Saint Joseph
No. of Participants	20 students

Objectives

The “USJ Photo Competition In Celebration of the 25th Anniversary of the Establishment of the Macao Special Administrative Region” aims at enhancing USJ students’ knowledge about the establishment of the Macao SAR and deepen their sense of belonging to the motherland and Macao.

Description

All entries were evaluated by a panel of experienced judges who selected the best photographs for the capture of Macau’s natural beauty theme, while considering the photography artistic, technical quality and originality of vision. After detailed evaluation from the judges, the champion award was granted to David Perez Casamayor (BDSP , Year 3). The 1st Runner-up and 2nd Runner-up are Luo Wenhao (MBA, Year 2) and Leong Mei Kio (PGDE, Year 1) respectively.

The competition is also aimed to promote the UN SDGs 3 (Good Health and Well-being) and 4 (Quality Education). Congratulations to all the winners of the photography competition and our heartfelt appreciation to the judges.

News

<https://www.usj.edu.mo/en/news/usj-photo-competition-in-celebration-of-the-25th-anniversary-of-the-establishment-of-the-macao-sar/>

Macao Basic Law Knowledge Competition

Date	19 December 2024
Venue	University of Saint Joseph
No. of Participants	40 students

Objectives

The Macao Basic Law Knowledge Competition for USJ Students 2024 to strengthen students' understanding of the Basic Law.

Description

The competition, conducted in an online multiple-choice format, covered the origins, content, history, significance, and impact of the Basic Law on Macau.

News

<https://www.usj.edu.mo/en/news/results-announced-for-the-macao-basic-law-knowledge-competition-for-usj-students-2024/>

Shaoguan Exchange Tour

Date	26 March 2025
Venue	University of Saint Joseph
No. of Participants	10 staff members

Objectives

This exchange strengthened cooperation and further deepened the connection between USJ and Shaoguan University.

Description

A delegation from the USJ and USJ Alumni Association jointly visited Shaoguan University and the Fengdu Study Room Maba Man Site Branch Museum on March 26th. The ten-member delegation, led , attended a symposium and the "Shaoguan University 2025 International Education Exhibition.

News

<https://www.usj.edu.mo/zh/news/%E8%81%96%E5%A4%A7%E5%92%8C%E6%A0%A1%E5%8F%8B%E6%9C%83%E4%BB%A3%E8%A1%A8%E5%9C%98%E8%A8%AA%E9%9F%B6%E6%B7%B1%E5%8C%96%E4%BA%A4%E6%B5%81%E5%90%88%E4%BD%9C/>

USJ’s Participation at The Exhibition for National Security Education

Date	25 April 2024
Venue	Complex of Commerce and Trade Co-operation Platform for China and Portuguese-speaking Countries and Macao Science Center
No. of Participants	40 students and staff

Objectives

USJ aims to provide participants with diverse perspectives to deepen their understanding of the holistic approach to national security and its significance. Among the attendees were international students from Africa and Southeast Asia, who not only learned about the importance of national security in Macao but also engaged in cross-cultural exchanges with staff and peers. Visiting the Macao Science Center in order to deepen students’ awareness of the evolution and achievements in our nation’s aerospace endeavors.

Description

The USJ delegation visited the Complex of Commerce and Trade Co-operation Platform for China and Portuguese-speaking Countries, where they explored the exhibition through guided explanations, and video presentations. Participants gained a comprehensive understanding of national security and their potential roles in safeguarding it. Among the attendees were international students from Africa and Southeast Asia, who not only learned about the importance of national security in Macao but also engaged in cross-cultural exchanges with staff and peers.

In celebration of the Space Day of China, initiatives have been launched to deepen students’ awareness of the evolution and achievements in our nation’s aerospace endeavors. After the visit to the exhibition, the students proceeded to the Macao Science Center, where they gained an immersive experience in the planetarium. By watching the dome theater film “VOYAGER: the Never-Ending Journey 3D,” students enhanced their knowledge about the space exploration missions conducted by the twin spacecraft Voyager 1 and Voyager 2. Additionally, the free exploration of the Macao Science Center allowed them to delve into the mysteries of the universe, fostering a deeper appreciation for astronomy and science.

News

<https://www.usj.edu.mo/en/news/visit-the-exhibition-for-national-security-education-and-macao-science-center/>

May Fourth Youth Day Observance with Flag-Raising Ceremony and Cross-Cultural Event

Date	4 May 2024
Venue	University of Saint Joseph
No. of Participants	2 staff members and 9 students

Objectives

The ritual of raising the national flag served as both a historical tribute.

Description

The flag-raising ceremony began at 8:30 a.m. at the Multi-Sport Pavilion of the Macao Polytechnic University. USJ representatives joined peers from across the territory. Dr. Teresa Loong, Vice Rector of USJ, and Ms. Lydia Tong, Senior Officer for Student and Alumni Affairs, led a delegation of students at the flag-raising ceremony.

News

<https://www.usj.edu.mo/en/news/usj-community-joins-may-fourth-youth-day-observance-with-flag-raising-ceremony-and-cross-cultural-event/>

National Knowledge Competition 2025

Date	15 May 2025
Venue	Galaxy International Convention Centre.
No. of Participants	2 students

Objectives

The competition was conducted in an inter-university team format, involving mandatory questions, buzzer rounds, and question and answer sessions.

Description

The National Conditions Education (Macao) Association organized the “GEG Macau Cup – the 17th Youth National Education Competition”: Final Competition cum Award Ceremony on 15 MAY 2025 at the Galaxy International Convention Centre.

Our USJ student representatives, Glen Liu and Cony Fong, participated in the competition and received the Excellence Award with their outstanding performance. The participating teams were ranked based on their accumulated scores. Amidst intense competition, the representatives from USJ achieved outstanding points, securing the fifth position and earning the Excellence Award. Both Glen Liu and Cony Fong are Year-2 students from the Master Programme of Environmental Science and Management, with guidance provided by Mr. Andrew Wong, Senior Office for Office for Student and Alumni Affairs (OSAA).

This competition provided a platform for the youth of Macao to showcase their understanding of national knowledge and their talents. The participants demonstrated exceptional

knowledge and profound understanding in significant areas such as the ecological civilization construction and the enhancement of new productive forces in mainland China.

News

<https://www.usj.edu.mo/en/news/usj-students-receive-excellence-award-in-the-17th-youth-national-education-competition/>

“Chinese People’s Liberation Army Macao Garrison Taipa Barracks Open Day”

Date	2 May 2025
Location	Macao Garrison Taipa Barracks (氹仔軍營)
No. of Participants	7 staff and students

Objectives

To deepen the participants’ understanding of national security and cultivate the students’ patriotism and knowledge through this visit.

Description

The University of Saint Joseph (USJ) delegation participated in the “Chinese People’s Liberation Army Macao Garrison Taipa Barracks Open Day” on 2 May 2025. The open day included a military training demonstration, equipment display, training experience, and a visit to the military exhibition hall. In addition to observing the professionalism and dedication of the People’s Liberation Army (PLA) Macao Garrison.

A national flag-raising ceremony is held at 9:30 in the morning. After the formal ceremony, the participants enjoyed the demonstration of military exercises, such as combat and anti-terrorist drills, and cultural performances. The participants were inspired by the good military quality and wonderful fighting style of the Chinese soldiers.

News

<https://www.usj.edu.mo/en/news/usj-staff-and-students-participated-in-the-chinese-peoples-liberation-army-macao-garrison-taipa-barracks-open-day/>

Southern Lingnan Study Tour

Date	2 - 9 June 2025
Location	Shaoguan University
No. of Participants	5 staff and students

Objectives

The programme was aimed to deepen students' understanding of traditional Chinese wellness culture and it brought together over 20 staff members and students from different higher education institutions in Macao and Hong Kong for a seven-day immersive exploration of the region's unique natural ecology and Yao ethnic medicinal traditions.

Description

Through carefully arranged ice-breaking activities and an opening ceremony, participants quickly bonded. The itinerary featured field visits to Danxia Mountain, a UNESCO Global Geopark renowned for its crimson sandstone formations, as well as Wanmun Mount and Tianjing Mountain National Forest Park, where the group witnessed the rich biodiversity of the Nanling region. A trip to Diuzitong Village provided first-hand insight into China's rural revitalization achievements.

Cultural immersion activities included hands-on workshops on traditional Yao crafts. Under the guidance of the local instructors, participants tried botanical pressing, medicinal hammer making, and the intangible cultural heritage technique of brewing rice wine. These experiential learning opportunities revealed the Yao people's profound medicinal heritage and their philosophy of harmonious coexistence with nature.

USJ students mentioned that the most impressive part of the tour was discovering how the Yao community integrates herbs into daily cuisine and healthcare—a “food-as-medicine” approach, which exemplifies the wisdom of traditional Chinese wellness. During the closing ceremony, participants shared reflections on how the tour had broadened their perspectives and inspired new thinking about sustainable development and cultural preservation.

News

<https://www.usj.edu.mo/en/news/usj-students-participate-in-2025-southern-lingnan-study-tour/>

“National Education Seminar Series”

In the year of the Double Celebration, the University of Saint Joseph (USJ) organised a series of lectures on national education in order to promote the understanding of teachers, students and the public on the country's history, culture, social and political system. The topics covered ‘National Security’ and ‘The Meaning and History of the National Anthem, National Emblem and National Flag’. A series of talks and seminars were organised for Catholic school teachers.

The Opening Ceremony for the series was held on the 8th of November at USJ's Green Campus. Following the opening ceremony, the series started with the ‘Macao Teachers' Seminar Series on National Education’. The first lecture was delivered by Professor Han Dongxue, former Associate Dean of the School of Marxism at Tsinghua University, who gave an in-depth analysis of the definition of national security, its historical origins and contemporary challenges, and explained the strategic significance of national security in the context of China's history and the modern international situation, emphasising the importance of safeguarding national security and the responsibility of every citizen. The

following day's lecture focused on 'The Meaning and History of the National Anthem, the National Emblem and the National Flag', which reviewed the evolution of the national anthem, the national micro-emblem and the national flag in China's history and modern national symbolism, and explored their far-reaching significance in shaping the country's image and realising its sovereignty and national identity.

The third seminar was held on the 14th of November at the Fátima Auditorium of USJ. Professor Hu Wentao, Associate Dean of Zhaoqing University, was invited to give a public lecture on the 'Xi Jinping Thought on Culture as the Guidance for Cultural Advancement in the New Era – Understanding its Systematic Structure and Fundamental Concepts'. The lecture was based on the background of Xi Jinping's Cultural Thought, its basic framework, core meaning and practical value.

The series ended with a seminar on national education on the 28th November. The symposium, entitled 'Love for the Country and Love for Macao', aimed to promote national education in depth, to promote love for the country and love for Macao, and to foster the all-round development of young people. At the same time, education experts, social scholars and educators with rich practical experience from Guangdong, Hong Kong and Macao were invited to participate in the symposium to explore how to cultivate their national sentiment and sense of mission through teaching and learning activities.

Link: <https://www.usj.edu.mo/en/news/62834/>

9.3. Work on display of national flag/emblem, Macao SAR flag/emblem and related ceremonies, etc.

Given that USJ and Colégio Diocesano de São José 6 share the Ilha Verda Campus, we share also the flag-raising facilities and equipment. Students and staff of USJ participates in the flag-raising ceremony of Colégio Diocesano de São José 6. In other times, USJ displays the national flag and Macao SAR flag in accordance with the relevant laws and administrative regulations. USJ follows the below "Flag Raising Procedure and Monitoring Mechanism" developed by Colégio Diocesano de São José 6 in accordance with the relevant laws and administrative regulations.

"Flag Raising Procedure and Monitoring Mechanism" by Colégio Diocesano de São José 6

I. Flag-raising team members and training

1. The flag-raising ceremony is held in Colégio Diocesano de São José 6 every Friday.

2. The flag-raising team consists of seven students: three flag-bearers, three assistant flag-bearers and one emcee.

*The teacher-in-charge has completed the training of the "Macao Non-Tertiary Education Staff "National Flag and National Anthem Campaign" (Phase II)".

*The flag-raising team is trained by the teacher-in-charge and conducts the flag-raising ceremony in accordance with the "Guidelines for the hoisting and display of the national flag in non-tertiary education schools".

II. Basic information of the national flag, Macao SAR flag and school flag

1. Flagpole height: 9.0m for the national flag; 8.7m for the Macao SAR flag; 8.4m for the school flag.

2. Sizes for National flag: length 192cm, height 128cm;

Macao SAR flag: 144cm, 96cm;

School flag: 144cm, 96cm.

3. Flag hoisting location: Open playground (outdoor)

4. National flag, Macao SAR flag and school flag are stored in the PE equipment room (kept by the teacher-in-charge)

III. Flag-raising procedure

1. The teacher-in-charge prepares the national flag, Macao SAR flag and the school flag

2. 07:55 The flag-raising team will be ready in the playground

3. 08:10 The flag-raising team takes up their positions

4. 08:10- 08:15 Students gather in the playground

5. 08:15 Flag-raising ceremony starts

6. Teachers lead all students to face the flagpole

6.1 Emcee presides over the flag-raising ceremony and announces: "The flag-raising ceremony is now in progress, please stand at attention." The flag-raising team enters.

6.2 The flag-raising team marches in with the flags

6.3 Wait for the flag-raising team to hoist the national flag, Macao SAR flag and school flag onto the flagpole.

6.4 The emcee announces "Raise the National Flag and sing the National Anthem".

6.5 Teacher plays the National Anthem (version of the National Anthem will be downloaded from the Chinese Government website)

6.6 The flag-raising team performs the flag-raising ceremony. People present (teachers, students, staff, medical staff, etc.) face the national flag, stand upright and pay attention.

6.7 The MC announces: "The flag-raising ceremony is over, the flag-raising team will retire".

6.8 The flag-raising team retires.

7. The teacher leads all students to face the podium in the playground and starts the morning assembly and prayer.

- The National Flag, Macao SAR Flag and School Flag will be raised at 7am and lowered at 8pm.
- If the flags are wet from the rain, the staff will prepare another set of spare flags for hanging. The national flag wetted by the rain will be placed in the storage room, dry it with air-conditioning, and store it properly.

IV. Special Circumstances

The school will not hold flag-raising ceremonies on Fridays under the following special circumstances:

1. The ground in the playground is wet and slippery due to rain;
2. Bad weather (tropical cyclone, heavy rain, thunderstorm, strong monsoon, storm surge, etc.);
3. Rainy weather;
4. when the air quality is at a "very poor" level and a "avoiding" rating is recommended for outdoor activities.

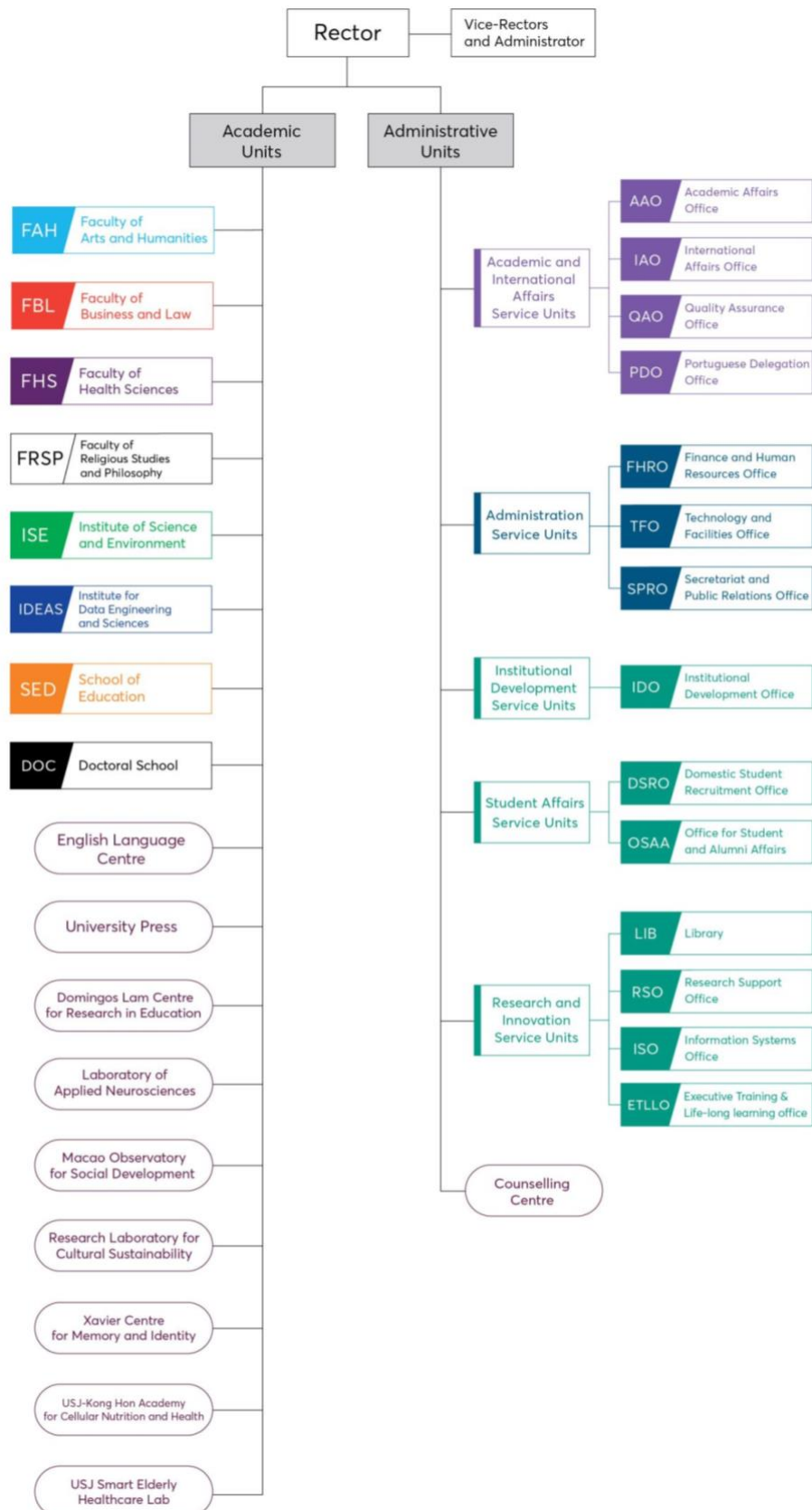
V. Monitoring Mechanism

At 8am every morning, the flag-raising monitoring team (consisting of staff from the Academic Affairs Office, the Office of School Affairs and the flag-raising team) will check whether the national flag is in the proper condition. The flag-raising team will take three photographs each day (national flag, Macao SAR flag and school flag) and post them on the group. The order in which the photographs are taken follows the order in which the flags are raised: national flag, Macao SAR flag and school flag.

When the flag is lowered at dusk, the person responsible for lowering the flag will take the photographs and place them in the flag monitoring group. The order in which the photographs are taken is the order in which the flags are lowered: school flag, Macao SAR flag, national flag.

PART II

1. Administrative management, teaching and research structure



2. List of existing internal rules and regulations at USJ

Please refer to the proforma REAN12.

3. List of guidelines on campus crisis management and accidents

Please refer to the proforma REAN13.

4. Academic Staff Career and Promotion Mechanism at USJ

The University has an established promotion system for Academic and Administrative Staff that is available from the QA Repository Website for all staff Members.

5. Registration system for the award of diplomas and certificates

According to article 48.1 of the UNIVERSITY ACADEMIC REGULATIONS: “The degree is conferred to students in good standing with the University, upon successful completion of their programme of studies” as the criteria to graduate.

The procedure to confirm a student can be graduated is that the Academic Affairs Office checks that the student has met the graduation requirements and these are brought to the Senate for approval.

The diplomas are prepared and issued to the graduated students once they have been prepared, and a record is kept of this.

The University has an extensive archive that includes the details of diplomas and certificates awarded, details of which are available on request.

The University responds to requests for verification of diplomas after it has checked its records and archive; the responses depend on the request received.

6. Mobility of students for further education and criteria for awarding academic qualifications, duration of study, subject equivalence and credit calculations

The university has a policy, criteria, guidelines and a clear set of procedures and pro-formas for students to apply for exemption from language modules, the decisions on which are informed by the requirements and criteria set out in these documents. The University has a policy, procedures, application pro-forma, criteria, guidelines and equivalences, for recognition of prior learning (RPL) and recognition of prior experiential learning (RPEL).

The University has a policy, criteria, guidelines and a clear set of procedures and pro-formas for students to apply for exemption from language modules, the decisions on which are informed by the requirements and criteria set out in these documents. The University has a policy, procedures, application pro-forma, criteria, guidelines and equivalences, for recognition of prior learning (RPL) and recognition of prior experiential learning (RPEL); in the academic year 2024-2025, the university received 66 requests for RPL and 1 request for RPEL.

7. Member lists of General Council and other authorities

GENERAL COUNCIL	EXECUTIVE COUNCIL	SENATE	SENATE'S STANDING COMMITTEE
Bishop Stephen Lee Bun Sang Addy Chan Alejandro Salcedo Alexandre Lobo Álvaro Barbosa Calvin Chui Tinlop Cyril Jerome Law, Jr Florinda da Rosa Silva Chan Isabel Gil Jenny Lam Jenny Lao-Phillips José Legido Karen Tagulao Luís Manuel Sequeira Miguel de Senna Fernandes Philip Yuen Raymond Lam Rochelle Ge Samuel Kio Shuguang Zhang Stephen Morgan Teresa Loong Victoria Alexa Kuan Chan	Stephen Morgan Alejandro Salcedo Alexandre Lobo Álvaro Barbosa Shuguang Zhang Teresa Loong	Stephen Morgan Adérito Marcos Alejandro Salcedo Alessandro Lampo Alexandre Lebel Alexandre Lobo Álvaro Barbosa André Antunes Candy Siu Carlos Sena Caires Cyril Jerome Law, Jr Emily Chan Franz Gassner George Du Helen Liu Isabel Tchiang Jacky Ho Jenny Lao-Phillips Karen Tagulao Mo Chen Sonja Xia Shuguang Zhang Tânia Ribeiro Marques Teresa Loong Zhang Sheng Jia (Student representative) Lam Kai Tai (Student representative)	Stephen Morgan Adérito Marcos Alexandre Lobo Álvaro Barbosa André Antunes Carlos Sena Caires Cyril Jerome Law, Jr George Du Isabel Tchiang Jacky Ho Jenny Lao-Phillips Shuguang Zhang Teresa Loong

8. Data sheets for deans, programme coordinators and heads of offices

Please refer to the proforma REAN14.

9. Admission and registration figures for 2024/2025 academic year

Please refer to the proforma REAN15.

10. Enrolment ceilings, quotas, and admission scores for 2024/2025 academic year

Please refer to the proforma REAN016.

11. Information sheet on valuable instruments and equipment subsidised by the government

Please refer to the proforma REAN17.

12. Other Information

There is no other information.

