**Title**

Author, Institution & Email

**Abstract** (up to 100-150 words)

**Keywords** (up to 3- 5 keywords)

**Introduction**

The background of the study, the aim of the research, theoretical framework and literature review
**Sub-title of the Introduction...**

**Method**

Includes research design, research questions, population and participants, data collection and analysis
**Sub-title of the Method...**

**Findings**

Reports the findings in accordance with the research questions. Expected results can also be reported if the research continues.
**Sub-title of the Findings**

**Discussion & Conclusion**

Discusses the findings through the literature and conceptual framework given in the introduction. Conclusions and recommendations can be made on the higher education area. **Sub-title of the Discussion & Conclusion**

**References**

Please use APA for referencing in the text and at the end of the paper as well as tables and figures.

The proceeding should be written between 2500-4000 words. Please justify the text, use Calibri font, 12 font-size and 1.5 space in your paper.