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## Better Together: Fostering Student-Level Intercultural Competence Through Collaborative Online International Learning (COIL) and a Collaboratively Created Assessment Tool

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**Title: Better Together: Fostering Student-Level Intercultural Competence Through Collaborative Online International Learning (COIL) and a Collaboratively Created Assessment Tool**

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A declining traditionally aged student population base has pressured Japanese universities to recruit students from foreign countries to bolster enrolments. Resultantly, international student populations, especially from Asian contexts, have risen consistently in recent years. Despite these student-recruitment successes, universities should be doing more to make their on-campus environments more inclusive given Japan's near ethnically homogeneous population and the camouflaging similarities that exist between the local culture and East Asian cultures that conspire against equitably meeting student needs. Thus, this Organizational Improvement Plan (OIP) provides a detailed, research-supported approach to leverage the author's informal leadership capacities at a small Japanese university to collaboratively create a department-specific intercultural-competence-based assessment tool and a pilot English-language-learning-based Collaborative Online International Learning (COIL) program open to students from all departments using a context-specific blend of servant and creative leadership. The goal is to bolster student-level intercultural competencies to make the on-campus environment more inclusive.