



CAMINOS

Enhancing and Promoting
Latin American Mobility

CAMINOS Study Visit

**“Recognition and Management of Staff Mobility – the
REALISE Project”**

Rita Maia

14 May, University of Coimbra



UNIVERSIDADE DE COIMBRA



Co-funded by the
Erasmus+ Programme
of the European Union

REALISE

Realising the potential
of the international mobility
of staff in higher education



Univerza v Ljubljani



UNIVERSITÀ
degli STUDI
di CATANIA



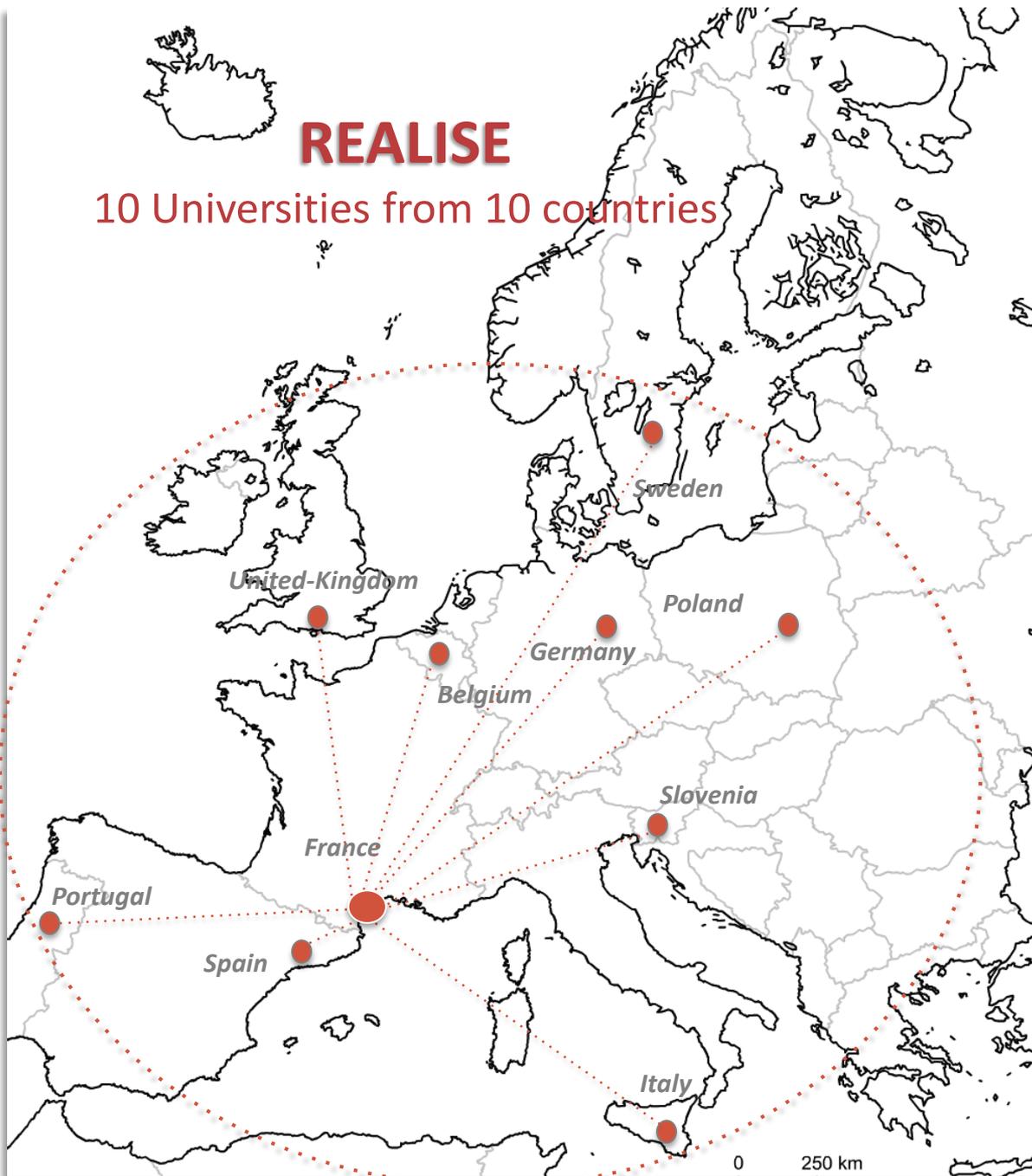
UNIWERSYTET
WARSZAWSKI



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REALISE

10 Universities from 10 countries



Université Paul-Valéry Montpellier
Coordinator

Middlesex University of London
Partner

Universiteit Gent
Partner

Uniwersytet Warszawski
Partner

Univerza v Ljubljani
Partner

Università degli Studi di Catania
Partner

Linköpings Universitet
Partner

Universidade de Coimbra
Partner

Universitat de Barcelona
Partner

Humbolt-Universität zu Berlin
Partner

DURATION

3 years:
2016-2019



THE MAIN OBJECTIVE

REALISE is a Erasmus+ Strategic Partnership that aims at **improving the implementation and recognition of staff mobility**, in order to maximize its **impact** on both **individuals** and **institutions**

THE SPECIFIC OBJECTIVES

1. Identify and develop **innovative practices** regarding the implementation of the Erasmus+ programme for staff mobility

2. Foster the **recognition of mobility** in the **career development** of academic, administrative and technical staff in HEIs

3. Raise **institutional awareness** about the **added value of staff mobility** and promote its contribution to HEIs' internationalization strategies

THE TARGETS

European level

- HEIs across 10 European countries
- European networks and stakeholders

Regional/National level

- Associated national HEIs
- Other national stakeholders, such as Rectors' Conferences and HE networks

Institutional level

HEIs involved in the project

Individual level

Higher education
academic and
administrative staff

EXPECTED RESULTS

1. A set of survey tools

2. A comparative analysis of staff mobility across Europe

3. A Handbook for improved implementation of the Erasmus+ programme for staff mobility

4. A Training module on how to improve staff mobility activities

5. The conclusions of the policy dialogue at national / European levels

OUTPUTS SO FAR

1. Survey Tools
2. Comparative Analysis
3. Tool Box

1. SURVEY TOOLS

- Survey questionnaire

- Learn about the Erasmus mobility experience of teaching and technical staff, opportunities, obstacles and suggestions for improvement.
- 6200 respondents from more than 10 European countries.

- Mapping Tool

- Learn about practices in the management, promotion and recognition of Erasmus staff mobility by International Relations Offices in European higher education institutions in charge of the Programme.
- 58 respondents from 9 European countries.

- Interviews

- Get feedback from the top management of the project HEIs on the incentives and obstacles to mobility and the existing challenges at the department or institutional level in terms of staff mobility.

2. COMPARATIVE ANALYSIS



Report on a comparative
analysis of current practices
in Erasmus Staff mobility
at European HEIs

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**SOME KEY FINDINGS
OF THE COMPARATIVE
ANALYSIS**

Mobility demographics and activities

- 1 in 3 respondents across 50 European higher education institutions have participated in European mobility in the past 5 years.
- 2 in 3 staff who went on international mobility are female. The initial gender gap affecting mobility has decreased over the past 27 years.

Management

- A range of factors are found to encourage the take up of mobility. These include providing more recognition through pay rise and job promotion, linking mobility with university strategy and, generally, showing support for staff mobility (by management).
- Additionally, the key experienced individual problem associated with mobility is insufficient funds, whereas the key institutional obstacle to mobility concerns working conditions (not being able to find replacement at work and too high a workload) and poor promotion.
- In terms of impact, mobility is strongest with regard to professional development. In practice, mobility opened up a new platform for teaching observation, provided research opportunities and exposed administrative staff to different systems of management.

Promotion and dissemination

- The main source of information about the programme is through word of mouth.
- Informal dissemination, such as the sharing of information about the visit with colleagues, is the most popular means for disseminating the results of mobility.
- The key mobility output is in problem-solving i.e. using the new knowledge learnt on mobility to solve problems in an enhanced way once back at the home institution.

Recognition

- 84% of staff who know colleagues who have been on mobility recognise that Erasmus staff exchange has helped them professionally.
- However, overall perceived recognition is rather low: barely more than 1 in three people who have gone on mobility in the past 5 years feel their experience has been highly valued and acknowledged by their institution.

3. TOOL BOX

The Toolbox includes 11 innovative tools with one or more related actions to be tested by partners and associated partners in order to set guidelines and procedures to enhance universities' practices in the implementation of the Erasmus+ programme.

After having tested and evaluated the results of these 11 tools and related actions, they will be presented in the "REALISE Handbook on higher education staff mobility".

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TOOL BOX TESTING AT UC

3 pilot Faculties are implementing **incentives to academic staff mobility**:

- Include mobility in the academic staff career evaluation
- Create an internationalisation fund to support mobile staff with strategic international projects
- Pay subsistence for the travel days
- Organise an event for mobile staff to share their experience with colleagues

TOOL BOX TESTING AT UC

At central level, the IRO is **improving the preparation of outgoing mobile technical staff:**

- Provide outgoing staff with a kit with practical information and useful tips
- Provide and disseminate foreign language courses at reduced prices for outgoing staff
- Disseminate workshops/ webinars/ online courses on intercultural communication, international education and cooperation among staff

TOOL BOX TESTING AT UC

At central level, the IRO is working towards the **recognition of technical staff mobility in career progression:**

- Elaborate an evaluation form to be filled in by the trainers hosting the outgoing technical staff
- Elaborate a proposal to be submitted to the Vice-Rector for Human Resources Management recommending the recognition of evaluation results for purposes of career development and progression

RESOURCES

More information about the project and copy of the outputs are available for download at

www.realise-erasmusplus.fr

Q & A

¡Muchas gracias!

Rita Maia

rmaia@uc.pt

International Relations Unit
University of Coimbra



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