

EUT<sup>+</sup>

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WP 5

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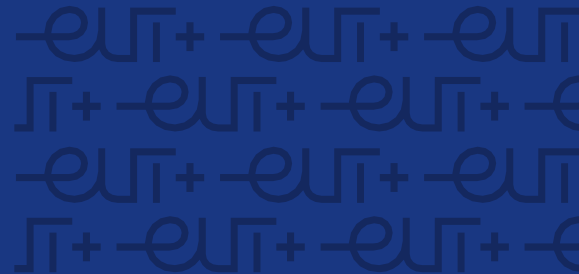
Comments: The versions in the other languages of the alliance are available on request.

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## Part 1

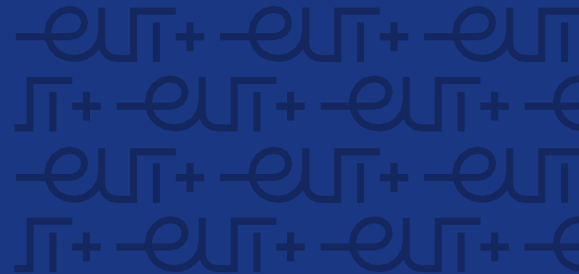
### Introduction

Mobility and training within EUT+ are one of the essential parts for both academic and non-academic staff. It opens up the whole EUT+ campus to any staff member, regardless of their current position and experience level. Through intense staff interaction, our alliance can stimulate collaboration and mutual learning among the universities and their local/national ecosystems. Moreover, these staff mobilities contribute to the EUT+ plan on creating joint programs, which further benefit students as well. It is also important to consider how the skills and knowledges that staff members gain from these mobilities contribute to their teaching and interactions with students at home, considering the huge influx of international student population at partner campuses. The main goal of staff mobilities within the EUT+ is to create a productive and inspiring work environment for all staff members, and to realize the vision of a European University. The alliance strives to support and increase the professional capacity for all staff members with regard to their knowledge, skills and talents and to empower all staff to build the European University of Technology. This annual report and evaluation of staff mobility and evolution of the incentive plan considers both – Incentive plan for staff mobilities and the general growth plan for mobilities under WP5. To reflect the connection, it consists of two parts:

- + Staff mobility evolution –current situation;
- + Forecast for the next calendar year.

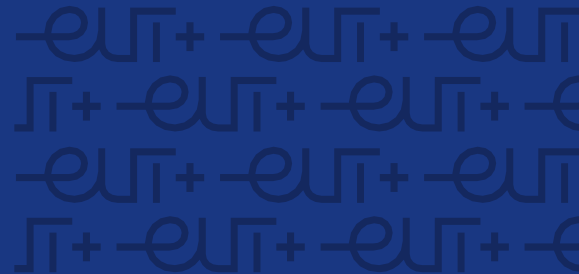
## Staff mobility evolution – current situation

During the year 2022, actual staff mobility numbers did not reach the planned ones, however, it is important to acknowledge that progress was seen in these activities. While still under some restrictions due to Covid-19 pandemic, the mobility numbers were lower than hoped for, however, we are hopeful to see these numbers rise in 2023. Within the Work package 5, it was agreed upon that staff mobilities will be included from the following activities, EUT+ organized staff weeks, individual academic and administrative staff mobilities (short- and long-term), blended mobilities, as well as staff mobilities that accommodate student groups traveling to partner institutions. During EUT+ staff week in Riga (June 27 – July 1, 2022), discussions and brainstorming was done on finding ways to motivate staff members to participate in these mobilities and simplifying the mobility process to increase staff participation in mobility related activities. The Collaborative Online International Learning (COIL) was brought up in these discussions, as a possibility for potential academic staff cooperation module, a blended learning program with an online component, where two professors and groups of students would work simultaneously on subject-specific learning tasks or activities. Moreover, a discussion on ETTS were done, however, it did not lead to any agreements between the partners. Within the work package, partners also are actively discussing matters of recognition for staff mobilities; we find this to be a crucial part of motivating staff members to participate in the mobility activities. It is important to understand the processes and procedures of recognizing these mobilities in a similar way as the student mobilities are recognized through ECTS's. EUT+ partners must evaluate the current processes for staff mobility recognition at their institutions – these include both, academic and administrative staff mobility recognitions, and find a common ground on this matter. Riga Technical University (RTU) is currently working on creating a survey for all partners to better



understand how such mobilities can be recognized at each institution for academic and administrative staff. The tables below, represents the total number of staff mobilities implemented during Spring and Fall 2022.

STAFF MOBILITY - SPRING 2022										
	Institution	To Utt	To h_da	To RTU	To TU DUBLIN	To TUS	To CUT	To UPCT	To UTCN	Total OUT
		Staff	Staff	Staff	Staff	Staff	Staff	Staff	Staff	Staff
From	UTT		3	3	3	4	3	3	3	22
From	h_da	1		1	0	0	1	0	0	3
From	RTU	3	1		0	0	0	14	0	18
From	TU DUBLIN	8	0	0		0	0	0	0	8
From	TUS	2	3	11	16		0	0	9	41
From	CUT	0	0	0	0	0		0	0	0
From	UPCT	5	0	17	19	17	1		10	69
From	UTCN	4								4
		23	7	32	38	21	5	17	22	165
		Staff	Staff	Staff	Staff	Staff	Staff	Staff	Staff	Staff



STAFF MOBILITY - FALL 2022

	Institution	To UTT	To h_da	To RTU	To TU DUBLIN	To TUS	To CUT	To UPCT	To UTCN	Total OUT
		Staff	Staff	Staff	Staff	Staff	Staff	Staff	Staff	Staff
From	UTT									0
From	h_da	0		0	1	0	1	1	0	3
From	RTU	17	8			4	4		3	36
From	TU DUBLIN									0
From	TUS	12	11	0	0		9	0	0	32
From	CUT									0
From	UPCT	1	5	2	11	1	0		3	23
From	UTCN									0
		30	24	2	12	5	14	1	6	94
		Staff	Staff	Staff	Staff	Staff	Staff	Staff	Staff	Staff

## Part 2

### Planning for the next year

This section will explain in more details the main reasons and constrains behind the numbers and results visualized earlier. In addition, plans for 2023 will be outlined to boost the mobility numbers among the staff between the partners.

Lack of information among academic and administrative staff at the partner universities is considered as one of the constrains for mobility implementations. This obstacle was mentioned already in the previous year, and all partners are still working on different ways to inform their staff about EUT+ mobility plans and the availability to utilize these opportunities. For example, promotional materials are distributed and set up campus-wide at all partner universities. Continuous promotion is also done via communication channels, for example, at RTU, work package 5 constantly work on updating their EUT+ news section, as well as by including regular information in the eNews that is automatically sent to all staff members at RTU and students. We believe that further promotion through these channels will help reach the broadest audience at the university.

As outlined in Part 1, mobility recognition is another major obstacle creating barriers to staff mobility implementation. It has become evident, that staff members at partner universities lack motivation to participate in these mobilities due to lack of recognition. It is important to consider the rigorous schedule that different staff members have and their lack of time to participate in these mobilities, if there is not a clear-cut benefit to their mobility. With that being said, however, it is crucial to consider different informational sessions to be provided to staff members on the many indirect benefits of such mobilities, such as intercultural competencies, soft skills development and improvement, networking, improvements of language proficiency and more. All of these secondary benefits contribute

to ones personal and professional development, which are considered to be important factors during performance reviews at work. Indeed, a concrete staff mobility recognition procedure also need to set in place at all partner institutions to further motivate staff members, and this topic of discussion has been already set on the WP5 agenda for the next meeting at Cluj-Napoca, and will be a priority during the 2023.

The Staff Mobility Incentive Plan emphasized in the previous deliverable report, the role of thematic Staff Week, would be a significant booster for the staff mobility numbers. A schedule for the EUT+ thematic Staff Weeks was created for year 2022 and each partner university had been assigned a specific topic for the week that they will be hosting. Unfortunately, due to different unforeseeable circumstances, none of the planned thematic Staff Weeks took place during 2022. However, the very first week is now planned in Riga, during April 17<sup>th</sup> – 21<sup>st</sup>. This staff week will be centred around financial management within different projects, namely, mobility projects, cooperation projects, and scientific projects. This staff week will be the stepping stone and foundation for all other planned staff weeks in the year 2023. Organization and delivery of this staff week will provide grounds for evaluation process of the week and thus will provide a clear pathway to make it easier to organize such thematic staff weeks in future.

An alternative mobility types has been a regular topic in the work package meetings and with a success. Couple of partners are currently in the development of the first ever Blended Intensive Programs (BIP) within the EUT+. For example, a BIP within the Mechanical Engineering Cluster is to take place in Darmstadt, starting at the beginning of March with the online component, and physical week taking place during the week of June 26<sup>th</sup> – July 1<sup>st</sup>. Moreover, another BIP is planned at Riga, within the Architecture cluster, with the physical week taking place during the week of July 10<sup>th</sup> – 14<sup>th</sup>. In the work package and within the clusters, it has been discussed that in the future, EUT+ partners would be planning to host at least one BIP each year within each of the clusters. These BIP's will allow for staff mobility between the partners due to the need for collaboration between the academic staff on the



program delivery, assistance at the labs, and more. Another alternative type of mobility is planned for the 2023, namely, academic staff mobility to support PhD students through the European Research Institutes (ERI's). Cooperation with work package 4 is planned as a means of implementing such mobilities. PhD students at partner universities, often times, are also staff member, and therefore, they have the benefit of utilizing staff mobilities for teaching or training. With the cooperation between WP5, WP4 and ERI's, it is expected to increase staff mobility numbers under this initiative.