

EUT⁺

EUROPEAN UNIVERSITY OF TECHNOLOGY

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WP 5

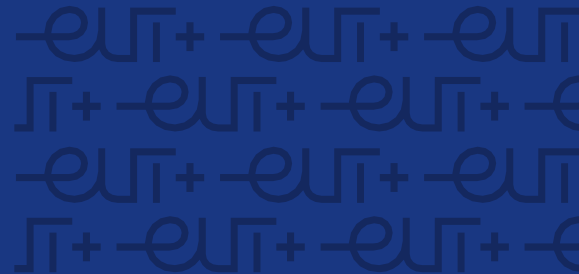
Description: Experiments on ETTS and “clearing house”: guidelines and report

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

Dissemination level: **PU**-Public

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Content

Part 1	3
Introduction	3
Benefits of staff mobility for teaching and training:	4
Recognition of staff mobility for teaching and training:	4
Challenges associated with recognition:	5
Clearing house and ETTS – current situation and challenges	5
Part 2	9
Initiatives and plans for future staff mobility recognition	9
Annex	10

Part 1

Introduction

Staff mobility has become increasingly common in higher education institutions around the world. Task 5.2 – Staff mobility fosters to create a sense of collective belonging among EUT+ staff members (academic and non-academic) by initiating regular physical meetings through mobility. Academic staff mobility includes opportunities for joint projects, conferences, summer schools, blended intensive programs (BIP's), guest lectures, and so on. Administrative staff is also encouraged to partake staff mobilities in terms of training activities, that can include job shadowing, joint projects, and so on, implemented through short-term exchanges. This mobility involves sending academic and administrative staff members to share knowledge and experiences, collaborate on research projects, and improve their own professional skills. In this sense, the work package brainstormed initiatives for staff recognition as a means of motivating EUT+ staff members to participate in mobilities. For academic teaching mobilities, in particular, an experimental platform as a clearinghouse for teaching hours, in form of European transfer teaching system (ETTS), between partners was proposed and was discussed to be tested. Such initiative was proposed for staff mobility to be recognized at partner institutions. However, the recognition of staff mobility teaching and training has been a challenge for many higher education institutions. This deliverable aims to explore how higher education institutions recognize staff mobility teaching and training, and the benefits and challenges associated with this recognition. This Experimental ETTS: guidelines and report deliverable consist of five parts:

- + Benefits of staff mobility (teaching and training);
- + Recognition of staff mobility (teaching and training);
- + Challenges associated with recognition;
- + Clearing house and ETTS – current situation and challenges;

- + Initiatives and plans for future staff mobility recognition.

Benefits of staff mobility for teaching and training:

Staff mobility in teaching and training offers several benefits to both the academic staff members and the higher education institutions they represent. These benefits include:

- + Knowledge sharing: Staff mobility teaching and training provides academic staff members with an opportunity to share their knowledge and expertise with other institutions. This, in turn, allows them to gain new perspectives and ideas that they can bring back to their home institutions.
- + Professional development: Staff mobility teaching and training provides academic staff members with an opportunity to improve their professional skills and knowledge through exposure to different teaching and research methods.
- + Institutional collaboration: Staff mobility teaching and training promotes institutional collaboration and partnership between higher education institutions, which can lead to joint research projects, exchange programs, and other collaborations.

Recognition of staff mobility for teaching and training:

The recognition of staff mobility teaching and training varies among EUT+ institutions and is often influenced by national policies and regulations. However, there are some common recognition mechanisms that EUT+ partners can use, including:

- + Credit transfer: EUT+ partners can recognize staff mobility teaching and training by transferring credits earned by academic staff members to their home institution. This allows academic staff members to gain credit for the work they have done while on mobility, and to use this credit towards their professional development.

- + Certificates of participation: EUT+ partners can provide academic staff members with certificates of participation for their mobility teaching and training. These certificates can be used as evidence of professional development and can be included in academic staff members' portfolios.
- + Joint degrees: Some higher education institutions offer joint degrees that involve staff mobility teaching and training. These joint degrees provide academic staff members with an opportunity to gain academic recognition for their mobility, and to obtain a degree that is recognized by both their home institution and the host institution.

Challenges associated with recognition:

Despite the benefits of staff mobility teaching and training, there are several challenges associated with its recognition. Some of the challenges are:

Differences in accreditation and certification: Accreditation and certification standards vary among higher education institutions, which can make it difficult to recognize the work done by academic staff members while on mobility.

Language barriers: Language barriers can make it difficult for academic staff members to communicate their achievements and experiences while on mobility, which can make it difficult for their work to be recognized.

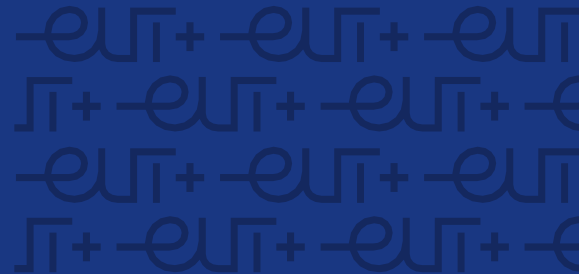
Administrative hurdles: The administrative processes associated with recognizing staff mobility teaching and training can be complex and time-consuming, which can discourage academic staff members from participating in mobility programs.

For the first part of ETTS EUT+ is concentrating on these challenges associated with recognition, but keeping in mind that there are more challenges ahead.

Clearing house and ETTS – current situation and challenges

Clearing house and ETTS was initiative brought up by WP5.2 members as a means to create a system where staff mobilities could be recognized. Within such platform, academic staff

mobility could be matched with the expertise that are in demand at partner institutions. Such system would ensure that EUT+ is leveraging key expertise in teaching, research and engagement among partners. Within this system, an ETTS – European transfer teaching system, could be implemented where staff mobility hours can be recognized at all partner institutions. Within this framework, 1 ETTS would be equivalent to 1 academic hour taught at the partner university (45 minutes). Moreover, within the clearing house platform, the matching was planned to be done by having a joint platform with information on the staff expertise among all partners. An informative table can be created for staff members to better understand different ways in which the ETTS can be obtained, such as, for example, when organizing or participating in a BIP, based on the ECTS's the program awards students, the ETTS can also be determined for staff. Creation of such platform would require serious funding, and while the system would be beneficial for understanding the expertise and demands at EUT+ partner institutions, as well as for tracking recognizable hours between the partners, the lack of such funds have prohibited WP5.2 to create and test such system. Other challenges faced with this initiative include the difference in the academic hours performed during year at each of the partner institutions. Lastly, so far, the focus has been mainly on training activities for the academic staff mobilities due to the EUT+ initiative and the work needed to be done in the different work packages. The following tables represent the total number of staff (academic and non-academic) mobilities implemented during Spring and Fall 2022 semesters.

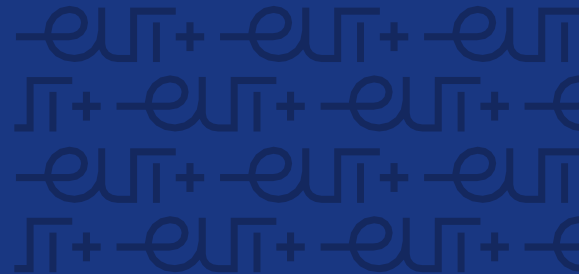


STAFF MOBILITY - SPRING 2022

Town	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			1			3
From	RTU (*)	3	1					14		18
From	TU DUBLIN	8								8
From	TUS	2	3	11	16				9	41
From	CUT									0
From	UPCT	5		17	19	17	1		10	69
From	UTCN	6	8	13	23	11	9	22		92
		To UTT	To h_da	To RTU	To TUD	To TUS	To CUT	To UPCT	To UTCN	Mobility Total
		25	15	45	61	32	14	39	22	253
		Staff	Staff	Staff	Staff	Staff	Staff	Staff	Staff	Staff

(*) 31 from the student

Figure 1: mobilities implemented during Spring 2022



STAFF MOBILITY - FALL 2022

Town	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				1		1	1		3
From	RTU (*)	17	8			4	4		3	36
From	TU DUBLIN									0
From	TUS	12	11				9			32
From	CUT									0
From	UPCT	1	5	2	11	1			3	23
From	UTCN	28	11	3		13	8	4		67
		To UTT	To h_da	To RTU	To TUD	To TUS	To CUT	To UPCT	To UTCN	Mobility Total
		58	35	5	12	18	22	5	6	161
		Staff	Staff	Staff	Staff	Staff	Staff	Staff	Staff	Staff

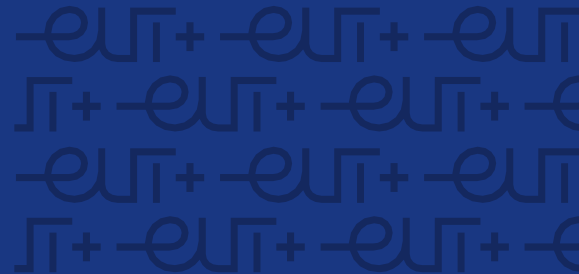
(*) 31 from the student

Figure 2 mobilities implemented during Fall 2022

Part 2

Initiatives and plans for future staff mobility recognition

The current strains for staff mobility recognition have been identified, such as lack of funding for a joint platform, differences in accreditation and certification, language barriers, administrative hurdles as well as the lack of academic teaching mobilities implemented due to the high numbers of training activities between academic staff of the EUT+ consortium, as means of work package work needed to be done. After taking these obstacles into consideration, within the WP5.2 it was decided that a more realistic initiatives has to be developed to simplify the staff mobility recognition process and to increase the EUT+ staffs' (academic and administrative) motivation to participate in such mobilities. One such way to do so is to find out what would be of an interest of EUT+ staff; knowing their reasons and motivation for mobility would help to raise the physical mobility numbers. In addition, as the question on recognition remains open, it would be beneficial to know directly from the EUT+ staff about their desires for recognition. As such, the next steps of action for WP5.2 is to develop a survey that will be sent out to staff members (both academic and administrative) at all 8 EUT+ partner institutions to collect the needed information (See Annex for a draft version). While different initiatives could be developed within the work package, hearing from the staff themselves, we believe, is the most effective way of creating a recognition system that will benefit the staff members and will increase their motivation to participate in such exchange programs.



Annex : Staff Mobility Survey

Staff Mobility Survey

Beyond mobility: Feeling at home in every campus.

Staff mobility fosters to create a sense of collective belonging among EUT+ staff members (academic and non-academic) by initiating regular physical meetings through mobility. With this survey, we want to learn more about staff interest to partake mobility, as well as about any motivating factors and need for recognition to further rise awareness and to implement initiatives to encourage and boost staff mobility between EUT+ partner campuses.

**This survey is anonymous, however do ask some demographics to better understand the data gathered from this survey.*

1. Which EUT+ campus you represent:
 - a. CUT
 - b. RTU
 - c. TU-Dublin
 - d. TUS
 - e. UPCT
 - f. UTCN
 - g. UTT
 - h. H_DA
2. What is your age:
 - a. 22-27
 - b. 28-33
 - c. 34-39
 - d. 40-45
 - e. 46-51
 - f. 52<
3. What is the type of your employment?
 - a. Academic staff
 - b. Administrative staff
 - c. Researcher
4. Have you participated in staff mobility before?
 - a. Yes
 - b. No
 - i. If yes, what type of activity did you participate in?
 1. Staff mobility for teaching
 2. Staff mobility for training
 3. Combined staff mobility for teaching & training
 4. BIP

- ii. Was this mobility to one of the EUT+ partner universities?
1. Yes
 2. No
5. Are you interested in staff mobility?
- a. Yes
 - b. No
- i. If yes, do you consider mobility as one of the following? (you may choose more than one option)
1. an activity to break up routine
 2. a way to increase your competences
 3. as a professional development opportunity
 4. Other
- ii. If no, what are the obstacles you face for not participating in staff mobility?
1. Language barriers
 2. This activity is not recognized by your institution
 3. Financial problems
 4. Other

6. How is staff mobility encouraged at your institution?
- a. As part of the overall strategy
 - b. As part of the internationalization strategy
 - c. As part of staff development
 - d. Mandatory part of career development
 - e. Recommended by management
 - f. Other
7. Does your university have a recognition for mobility?
- a. Yes
 - b. No
- i. If yes, what is the recognition?

8. *In what way will your mobility be recognized by your sending institution? (Multiple answers are possible)*

- a. *Part of my yearly work plan included in annual performance review*
- b. *Informal recognition by my management (head of department/unit, dean, rector, etc.)*
- c. *Salary increase*
- d. *Not recognized at all*
- e. *Other*

9. *If your university does not recognize mobility, would such recognition motivate you more to participate in mobility?*

- a. *Yes*
- b. *No*

10. *What type of recognition would motivate you to participate in a mobility?*

- a. *Certificate issued*
- b. *Monetary bonuses*
- c. *Added professional qualifications for career growth*
- d. *Other*