

EUT⁺

EUROPEAN UNIVERSITY OF TECHNOLOGY

Deliverable D75

D5.2.3c Mobility evolution evaluation

Del. Rel. No D5.12

WP 5

Description: Annual report and evaluation of staff mobility and evolution of the incentive plan

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

Dissemination level: **PU**-Public

<https://www.univ-tech.eu/phase-1-results>

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FOREWORD TO DELIVERABLE D75

This deliverable has been prepared as the final evaluation of the staff mobility evolution during the phase 1 of the project. In this document, the objectives of the task will be summarized with the detailed description of those achieved and with the justification of objectives that were not met. The evaluation of the task achievements also has led to lessons learned and the insights into the future initiatives needed in order to boost staff mobility among academic and non-academic staff members of the EUT+ member institutions.

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Introduction

Mobility evolution

The primary objectives outlined in the Phase 1 proposal were centered around the development of a staff mobility initiative plan designed to confer benefits upon members of the EUT+ staff, encompassing both academic and non-academic personnel, enabling their participation in diverse inter-campus mobility programs. Within the overarching scope of this endeavor, a specific aim was to establish an experimental platform functioning as a clearinghouse for academic hours, intended to facilitate the recognition of these hours in a user-friendly and expedient manner among partner institutions.

In the Phase 1 proposal, it was stipulated that staff mobility would experience a 40% increase for academic staff and a 20% increase for non-academic staff by the conclusion of Phase I in the year 2023. While the overall percentage of growth has been achieved during this timeframe, it remains challenging to distinguish between academic and non-academic staff mobilities at this juncture. This challenge arises from the absence of a unified reporting strategy, with clear reporting and differentiation between the two types of mobilities currently only feasible within the framework of Erasmus+ funded initiatives.

Various initiatives were delineated for staff mobility within the ambit of Phase I of the project. These initiatives encompassed traditional teaching mobility activities, collaborative endeavors such as the co-creation of short-term/summer schools, exchanges for research and PhD programs aimed at facilitating joint research projects, participation in EUT+ conferences, themed staff weeks designed for non-

academic staff, and opportunities for job shadowing. These multifarious initiatives were strategically conceived to provide EUT+ staff members with a wealth of opportunities, both conventional and unconventional, to enhance their professional growth and development.

Results

+ Failure to set up ETTS

The primary objective of this task, the establishment of the Experimental Teaching Activity Clearinghouse (ETTS), encountered significant setbacks and ultimately failed to materialize. Despite diligent efforts during the preparatory phase, the task encountered insurmountable challenges attributable to financial constraints and a shortage of human capital. Initial steps, such as defining hour equivalencies for the ETTS within the designated framework and conducting research on recognition practices across member institutions, were indeed undertaken. However, the subsequent progress towards setting up the clearinghouse was impeded by the aforementioned constraints confronting the Work Package (WP) task.

+ Numbers reached

In terms of achieving the objectives related to staff mobility numbers, the WP task demonstrated remarkable success. The number of staff mobilities increased substantially, soaring from a modest 12 mobilities at the outset of Phase I to an impressive 342 mobilities, representing an astonishing 2750% growth.

+ Thematic staff week

Over the course of the three-year Phase I period, the WP task successfully organized and executed one thematic staff week, aimed at promoting and facilitating non-academic staff mobilities among member institutions. Although the initial plan had

envisaged a greater number of implemented staff weeks, the task encountered formidable challenges rooted in financial and human resource constraints.

+ Staff survey

To promote staff mobility among EUT+ partners, an extensive research effort was undertaken to ascertain staff motivation for participating in mobilities, identify barriers encountered by staff members, and understand the factors discouraging mobility. Consequently, a comprehensive staff mobility survey was meticulously crafted and disseminated among all EUT+ members. While some member institutions garnered more substantial feedback than others, the collective response yielded a total of 813 submissions.

Part 1 – Initiatives for staff mobility

Staff survey

Staff mobility endeavors to foster a sense of collective identity among EUT+ staff members, encompassing both academic and non-academic personnel, by facilitating regular physical interactions through mobility initiatives. The primary objective of this survey was to gain a comprehensive understanding of staff members' inclination to engage in mobility programs, identify motivating factors, and ascertain the necessity for formal recognition. These insights were sought to augment awareness and support the implementation of initiatives aimed at stimulating and enhancing staff mobility across EUT+ partner campuses.

It is worth noting that the survey was conducted anonymously, albeit certain demographic inquiries were included to enhance the contextual understanding of the gathered data. The survey was distributed to all university staff members on two occasions during the spring semester of 2023. A total of 813 responses were collected, with at least two participants representing each consortium partner. Although response rates exhibited variability among the partner institutions, we contend that the overall response rate offers a diversified and robust dataset for our analysis.

The structured questionnaire, presented in Appendix 1, was meticulously designed to elucidate distinctions across various categories, including employment status, age demographics, and prior involvement in staff mobility programs. This background information serves as a critical lens through which to gain a more realistic insight into the prevailing circumstances and trends concerning staff members' motivation and interest in participating in different forms of mobility. The

survey elicited both qualitative and quantitative data, affording participants the opportunity to contribute their unique perspectives and experiences.

Themed Staff weeks

One of the strategic initiatives aimed at promoting non-academic staff mobilities entailed the establishment of themed staff weeks to be hosted at each of the EUT+ member institutions. Given the substantial size of staff cohorts within each member institution, many of whom have yet to directly engage with the EUT+ project, this particular initiative was conceived to serve a dual purpose. Firstly, it was envisaged as a means to enhance awareness of the project and its overarching objectives. Secondly, it aimed to facilitate meaningful interactions among non-academic staff members, enabling them to acquaint themselves with their counterparts, familiarize themselves with EUT+ campuses, and exchange insights and best practices within their respective domains of expertise.

Initially, a consensus was reached that each member institution would pilot a themed staff week focused on specific topics. Subsequent repetitions of this initiative, featuring fresh thematic subjects, were contingent upon the success and turnout of the initial events. The selected thematic topics for these staff weeks, as delineated in Deliverable 5.2.1, encompassed areas such as marketing, information technology, Human Resources Strategy for Researchers (HRS4R), student services, financial management, library and culture center management, infrastructure development, and internationalization. These topics were chosen judiciously due to the considerable presence of supporting staff members within member campuses specializing in these areas. Furthermore, the selection of topics was guided by the specific expertise and knowledge-sharing potential across the consortium. A

tentative schedule for the execution of these themed staff weeks was also established, in accordance with the mutual agreement of member institutions.

Part 2 – Navigating the Path to Staff Mobility Excellence

Achievements of the staff week initiative

The outcomes of the themed staff week initiative fell considerably short of initial expectations, regrettably resulting in the implementation of only one of the planned eight weeks. During the meticulous planning and preparatory phases, it came to the attention of the Work Package (WP) task that several member campuses encountered significant obstacles in terms of financial and human resource capabilities required to execute such weeks. Notably, the absence of Erasmus+ programs supporting such initiatives compelled the need for self-funded implementation, either by the university itself or specific departments/units. This, in turn, raised concerns regarding the availability of additional funds, a circumstance not consistently realized across our member campuses.

Furthermore, the planning and execution of these themed weeks necessitated human capital, particularly individuals who may not have been actively engaged in the EUT+ project and therefore lacked the requisite language proficiency or time to host presentations and training sessions for fellow alliance members. These challenges, though substantial, were illuminating, as the realization dawned that such implementation was indeed feasible with concerted teamwork and supplementary support.

The solitary themed staff week that materialized occurred at RTU during the spring semester of 2023, with a focus on financial management supporting academic endeavors in mobility, Capacity Building in Higher Education (CBHE) projects, and research initiatives. A total of 11 participants hailing from member campuses (excluding RTU staff members) convened during this week. The program

encompassed presentations on financial management across various project types, affording staff members ample opportunities to exchange best practices and insights. Notably, the event extended its reach to include distinguished guests from the Latvian National Agency (VIAA), specializing in Erasmus+ Key Action projects, and the Latvian Science Council, offering insights into scientific projects and their financial management.

Collectively, we contend that these training sessions equipped staff members from diverse EUT+ campuses with insights into the distinctive challenges encountered by each member institution and the corresponding national regulations. Inclusively, the event was open to RTU staff members involved in relevant projects and financial management, thereby fostering reciprocal learning and experience-sharing. This initiative not only enhanced the competencies of visiting staff, exposing them to novel practices, but also engendered an environment of internationalization at home for RTU (for detailed findings, refer to Appendices 4, 5, and 6, featuring post-training day surveys).

Beyond the realm of professional development, this initiative forged meaningful human connections among EUT+ staff members from disparate campuses. Notably, participants had no prior connections with one another, rendering this themed staff week instrumental in catalyzing interpersonal engagement on a profound level. A captivating team-building exercise in the form of an escape room game, aligned with the theme of financial management, culminated in the awarding of a coveted trophy. This trophy has since been circulating among EUT+ campuses, affording each victorious team the opportunity to showcase it at their respective institutions. Such an initiative has been instrumental in cultivating diverse connections and knowledge-sharing among staff members, seamlessly aligning with the Phase I

objective of fostering non-academic staff mobility to facilitate the exchange of expertise and best practices in academic support.



RTU, UPCT, and UTT participants of Financial Management staff week meeting in Cartagena in September (about 5 months after the staff week)

Findings from staff survey and future considerations

The insights garnered from the staff mobility survey provide valuable data for drawing conclusions regarding staff members' interest in participation in mobility programs. It is noteworthy that this interest extends beyond staff members who have previously engaged in such opportunities, encompassing those who have yet to participate. Nearly half of the respondents, approximately 48.83%, have not

previously partaken in any form of staff mobility (as evidenced in Charts 1 and 2). Remarkably, close to 100% of respondents, specifically 92.74%, express a keen interest in staff mobility (as indicated in Charts 3 and 4).

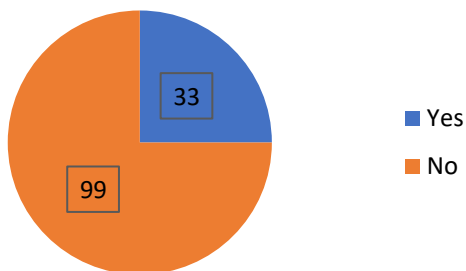
A paramount discovery arising from this survey pertains to the imperative need for formal recognition of completed mobility endeavors. A substantial majority of participants perceive staff mobility as a means to enhance their competencies (77.61%) and view it as a professional development opportunity (77.12%) (refer to Appendices 2 and 3). These findings closely align with the objectives outlined in the staff mobility incentive plan, which seeks to provide staff members with diverse opportunities conducive to professional development, teaching, training, and competence enhancement.

Given that staff mobility figures at EUT+ member institutions fall short of anticipated levels, the survey also sought to identify potential obstacles preventing staff participation in mobility programs. The most prevalent challenges encountered by staff members include financial constraints and familial obligations.

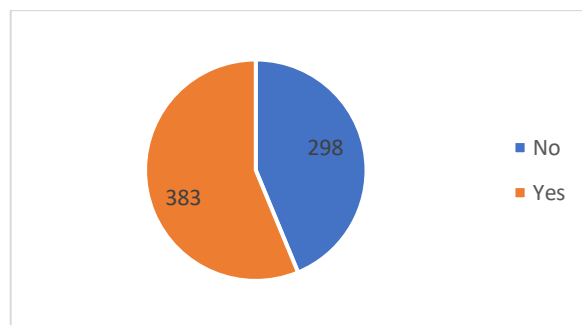
Moreover, this survey has shed light on the recognition strategies currently in place at each of the EUT+ member institutions. The findings suggest that a well-defined recognition strategy is either largely absent or that the existing strategy fails to sufficiently motivate staff members. Only approximately 30% of member institutions appear to possess recognition systems, as depicted in Charts 5 and 6. It is imperative to underscore that these findings reflect staff members' perceptions of recognition strategies and systems, underscoring the ambiguity surrounding the recognition of staff mobilities.

Nonetheless, the survey results strongly imply that the implementation of a formal recognition system would substantially enhance staff motivation and interest in participating in staff mobility programs.

Have you participated in staff mobility before?

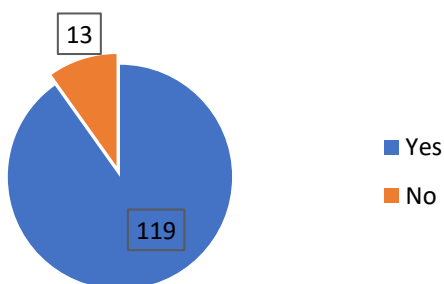


(Chart 1: h_da answers only)

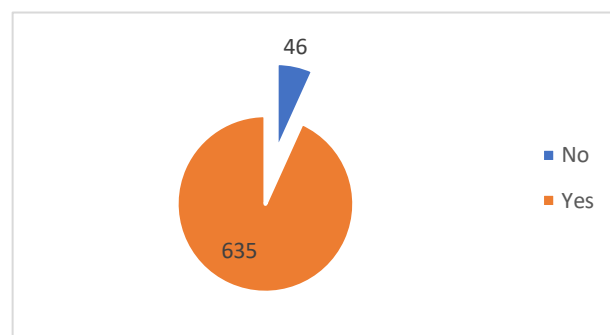


(Chart 2: all other partners)

Are you interested in staff mobility?

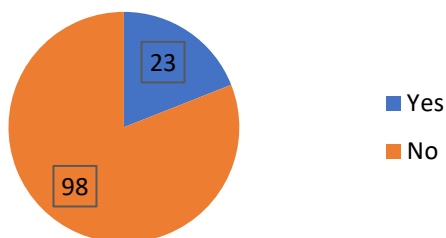


(Chart 3: h_da answers only)

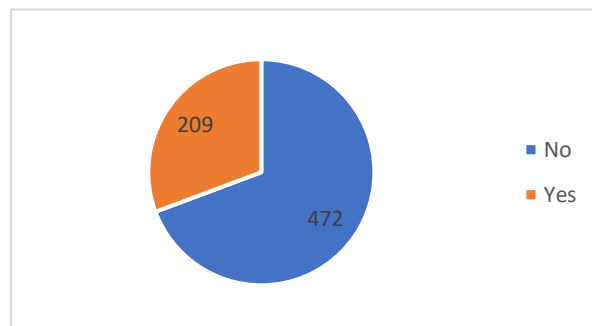


(Chart 4: all other partners)

Does your institution have a system in place for recognizing mobility?



(Chart 5: h_da answers only)



(Chart 6: all other partners)

Part 3 - Biggest lessons learned and needs in the future

Task 5.2, dedicated to staff mobility, was entrusted with the responsibility of formulating and implementing a comprehensive mobility incentive plan designed to render inter-campus mobility in any form advantageous for all staff members. Specifically, with regard to academic mobility, an experimental platform, functioning as a clearinghouse for teaching hours in alignment with the European Transfer Teaching System (ETTS), modeled on the ECTS framework, was initially slated for testing. However, as previously indicated, due to an array of distinct impediments, the attainment of this objective remained elusive.

Notwithstanding the inability to realize this particular goal, it became evident that a pressing necessity existed for an academic staff mobility initiative. Such an initiative would not only facilitate streamlined recognition but also confer additional benefits upon academic staff, thereby aligning with the overarching objective of promoting staff mobility. Furthermore, it was determined that the establishment of a comprehensive EUT+-wide system for reporting staff mobility was

imperative, or at the very least, the implementation of a university-wide system at each of the EUT+ campuses.

Systems for reporting

The successful attainment of all predetermined task objectives necessitated extensive reporting on executed mobilities and the provision of statistics pertaining to the actual staff mobility figures, encompassing both academic and non-academic staff members, across all EUT+ campuses. Initially perceived as a relatively straightforward task, the Work Package (WP) task team soon recognized a prevalent internal challenge within each EUT+ campus. Specifically, a dearth of university-wide reporting systems for staff mobilities not supported by Erasmus+ funds was apparent.

While the monitoring of mobilities funded through Erasmus+ resources posed minimal complications, it was evident that staff members occasionally undertook mobilities financed by departmental or institutional funds, thereby eluding the record-keeping purview of the Common Erasmus Office. Such circumstances underscored the compelling necessity for the establishment of a comprehensive university-wide reporting system, ideally extending to encompass the entire EUT+ consortium, for all mobilities to EUT+ campuses, and ideally, to other Higher Education Institutions as well.

Academic staff mobility initiatives

Although the ETTS clearinghouse was not implemented and tested as originally intended, it is imperative to establish a robust system that not only facilitates seamless academic staff mobility but also confers additional benefits upon staff members participating in such mobility programs. Consequently, there arises a

compelling need to devise an initiative tailored specifically for academic staff. In light of the burgeoning popularity of Blended Intensive Programs (BIPs) within the clusters and academic staff, a recognition mechanism akin to the envisaged ETTS system should be devised. This recognition system must acknowledge and validate the academic hours contributed during these programs, whether in their virtual or physical iterations.

Furthermore, instances have arisen wherein EUT+ academic staff members travel to member campuses to conduct lectures or workshops as part of BIPs. In parallel to the protocols governing guest lectures or Erasmus+ teaching mobilities, it is imperative to institute a more comprehensive recognition mechanism that transcends the mere issuance of certificates as part of the program. The imperative for such recognition has also been corroborated by insights derived from the staff survey, as previously discussed.

Conclusion: Summary of achievements and next steps

In conclusion, the initiatives undertaken to promote staff mobility within the EUT+ consortium have yielded valuable insights and imparted lessons of significance for future endeavors. The administration of the staff survey during the spring of 2023 played a pivotal role in laying the foundation for comprehending the motivations and interests of both academic and non-academic staff members regarding their participation in mobility programs. It became patently clear that a resounding desire exists among staff members, encompassing both those who have never partaken in mobility programs and those who have, to engage in such initiatives. The unequivocal need for formal recognition of mobility experiences as a conduit for enhancing competencies and fostering professional development emerged as a prominent and pivotal finding.

Furthermore, the survey unearthed prevailing obstacles impeding staff mobility, prominently featuring financial constraints and familial responsibilities. It is readily apparent that a demand exists for more explicit and motivational recognition strategies at member institutions. Remarkably, only a minority of institutions have established formal recognition systems, underscoring the potential for substantial improvements in this domain.

The themed staff weeks, initially conceived to stimulate non-academic staff mobility and cultivate cross-campus collaboration, encountered significant challenges, notably tied to financial limitations and the availability of human resources. Nevertheless, the solitary themed staff week that materialized at RTU during the spring of 2023, focused on financial management, conspicuously demonstrated the prospective advantages inherent in such initiatives. It served as a conduit for staff members from various member campuses to exchange best practices, engage in mutual learning, and gain insights into national regulatory frameworks.

Looking forward, several pivotal takeaways emerge from these initiatives. There exists a palpable necessity for a more comprehensive and standardized reporting system encompassing all staff mobilities, particularly those not underwritten by Erasmus+ funding. Such a system is essential for efficient tracking and management of mobility experiences across the EUT+ consortium.

Furthermore, academic staff mobility initiatives must be refined and developed to actively incentivize participation and deliver tangible benefits. This could potentially be achieved through the creation of a recognition system for academic hours devoted to activities such as Blended Intensive Programs (BIPs) and guest lectures.

In summary, while the themed staff week initiative encountered substantial challenges, it served as an invaluable source of insights into the prospective benefits of staff mobility within the EUT+ consortium. The staff survey underscored the robust interest in mobility and underscored the significance of formal recognition. To enhance staff mobility in the future, it is imperative to address financial constraints, formulate robust recognition strategies, and establish comprehensive reporting systems. These initiatives are pivotal not only for fostering professional development but also for nurturing a collective sense of belonging among EUT+ staff members across partner campuses.

Appendices

- Appendix 1 : Staff mobility survey
- Appendix 2 : Staff survey h_da report
- Appendix 3 : Staff survey report (all except h_da)
- Appendix 4 : Learnings from themed staff week – Mobility projects
- Appendix 5 : Learnings from themed staff week – Scientific projects
- Appendix 6 : Learnings from themed staff week – Cooperation projects


Staff Mobility Survey

*Staff mobility aims 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 participate in mobility, as well as about any motivating factors and need for recognition to further raise awareness and to implement initiatives to encourage and boost staff mobility between EUt+ partner campuses. *This survey is anonymous, however it does ask some demographics to better understand the data gathered from this survey.*

* Mandatory

1. Which EUt+ campus do you represent? * 

- CUT
- RTU
- TU-Dublin
- YOU
- UPCT
- UTCN
- ETC
- H_DA

2. What is your age range? * 

22-27


28-33

34-39

40-45

46-51

52<

3. What is the type of your employment? * 

Academic staff

Administrative staff

Researcher

4. Have you participated in staff mobility before? * 

Yes

From

5. If yes, what type of activity did you participate in? 

Staff mobility for teaching

Staff mobility for training

- Combined staff mobility for teaching and training
- Blended Intensive Program (BIP)
- Other

6. In what capacity did your mobility take place?

- EUt+
- Bilateral-agreement
- Within the European Union (EU)
- Outside the EU

7. Are you interested in staff mobility? *


- Yes
- From

8. If yes, do you consider mobility as one of the following? (you may choose more than one option)


- An activity to break up routine
- A way to increase your competences
- As a professional development opportunity
- Other

9. If you chose other, please specify:

Enter your answer

10. If no, what are the obstacles you face for not participating in staff mobility? 

- Language barriers
- This activity is not recognized by my institution
- Financial problems
- Other

11. If you chose other, please specify: 


Enter your answer

12. How is staff mobility encouraged at your institution? * 

- As part of the overall strategy
- As part of the internationalization strategy
- As part of staff development
- Mandatory part of career development
- Recommended by management
- Other

13. If you chose other, please specify: 

Enter your answer


14. Does your institution have a system in place for recognizing mobility? * 

Yes

From

15. If yes, what is the recognition? 

Enter your answer

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


Part of my annual work plan included in the annual performance review

Informal recognition by my management (head of department/unit, dean, rector, etc.)


Salary increase

Not recognized at all

Other

17. If you chose other, please specify: 

Enter your answer

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

Yes

From

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



- Certificate issued
- Monetary bonuses
- Added professional qualifications for career growth
- Other

20. If you chose other, please specify: 

Enter your answer

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376	4/25/23 15:22:56	4/25/23 15:25:11	anonymous
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379	4/25/23 18:20:43	4/25/23 18:24:36	anonymous
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393	4/28/23 12:02:37	4/28/23 12:04:15	anonymous
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664	5/8/23 11:07:19	5/8/23 11:10:19 anonymous
665	5/8/23 11:33:36	5/8/23 11:36:20 anonymous
666	5/8/23 14:16:14	5/8/23 14:31:20 anonymous
667	5/8/23 15:58:44	5/8/23 16:01:42 anonymous
668	5/8/23 19:06:53	5/8/23 19:08:24 anonymous
669	5/9/23 16:05:05	5/9/23 16:08:45 anonymous
670	5/9/23 17:44:14	5/9/23 17:45:52 anonymous
671	5/10/23 3:34:57	5/10/23 3:38:27 anonymous
672	5/10/23 13:25:17	5/10/23 13:28:05 anonymous
673	5/10/23 14:01:45	5/10/23 14:27:46 anonymous
674	5/15/23 15:18:55	5/15/23 15:21:44 anonymous
675	5/15/23 21:01:47	5/15/23 21:05:03 anonymous
676	5/16/23 17:41:00	5/16/23 18:19:26 anonymous
677	5/16/23 18:25:15	5/16/23 18:27:56 anonymous
678	5/19/23 8:57:01	5/19/23 8:58:44 anonymous
679	5/20/23 9:00:12	5/20/23 9:12:07 anonymous
680	5/22/23 11:06:55	5/22/23 11:10:53 anonymous
681	5/26/23 10:42:52	5/26/23 10:57:10 anonymous

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Researcher;
Academic staff;Administrative staff;
Administrative staff;

Have you participated in Points - Have you participated in Feedback - Have you participated in	If yes, what type of activity
Yes	Staff mobility for training
Yes	Staff mobility for training
Yes	Staff mobility for training
Yes	Staff mobility for teaching
No	
Yes	Staff mobility for teaching
Yes	Staff mobility for training
Yes	Other;
No	
Yes	Staff mobility for teaching
Yes	Staff mobility for training
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No	Staff mobility for teaching
Yes	Staff mobility for teaching
Yes	Staff mobility for teaching
Yes	Staff mobility for training
No	
Yes	Other;
Yes	Other;
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Yes	Staff mobility for teaching
Yes	Staff mobility for training
Yes	Staff mobility for training
Yes	Other;
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Yes	Other;
Yes	Staff mobility for training
No	Other;
Yes	Combined staff mobility for training
Yes	Staff mobility for teaching
Yes	Staff mobility for teaching
Yes	Combined staff mobility for training
Yes	Combined staff mobility for training
Yes	Staff mobility for teaching
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Yes	Staff mobility for training
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Yes	Staff mobility for training
Yes	Other; Combined staff mobility for training
Yes	Staff mobility for teaching
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Yes	Staff mobility for teaching
Yes	Staff mobility for training

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Yes	Other;Staff mobility for t
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Yes	Staff mobility for training
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Yes	Other;
Yes	Staff mobility for teaching
Yes	Staff mobility for teaching
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Yes	Staff mobility for teaching
No	Other;
Yes	Combined staff mobility for training and teaching
Yes	Staff mobility for teaching
Yes	Other;
Yes	Staff mobility for training
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Yes	Other;
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Yes	Staff mobility for training
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Yes	Combined staff mobility for training and teaching
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Yes	Combined staff mobility for training and teaching
Yes	Other;
Yes	Combined staff mobility for training and teaching
Yes	Staff mobility for teaching
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Yes	Combined staff mobility for training and teaching
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Yes	Staff mobility for teaching
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Yes	Staff mobility for teaching
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Yes	Staff mobility for teaching
Yes	Combined staff mobility for training and teaching
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Yes	Staff mobility for teaching
Yes	Other;
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Yes	Staff mobility for teaching
Yes	Combined staff mobility for training and teaching
Yes	Combined staff mobility for training and teaching
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Yes	Staff mobility for training
Yes	Staff mobility for training
Yes	Other;
Yes	Other;Staff mobility for teaching
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Yes	Other;Staff mobility for teaching
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Yes	Other;
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Yes	Combined staff mobility for teaching and training
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Yes	Combined staff mobility for teaching and training
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Yes	Combined staff mobility for teaching and training
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Yes	Staff mobility for teaching
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Yes	Combined staff mobility for teaching and training
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Yes	Staff mobility for teaching
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Yes	Staff mobility for training
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No	Combined staff mobility 1
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Yes	Staff mobility for teachin
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Yes	Other;
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Yes	Other;
Yes	Staff mobility for training
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Yes	Staff mobility for training
Yes	Staff mobility for training
No	Blended Intensive Progra
Yes	Other;
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Yes	Other;
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No	Combined staff mobility for training and teaching
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Yes	Blended Intensive Program
Yes	Other;
Yes	Staff mobility for training
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Yes	Combined staff mobility for training and teaching
Yes	Other;
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Yes	Staff mobility for training
No	Other;
Yes	Staff mobility for training
No	

Points - If yes, what type of feedback did you receive?	Feedback - If yes, what type of feedback did you receive?	In what capacity did you receive the feedback?	Points - In what capacity did you receive the feedback?
		Within European Union (EU);	
		Within European Union (EU);	
		Within European Union (EU);	
	g;Staff mobility for training;Other;	Bilateral-agreement;Within European Union (EU);	
	g;Staff mobility for training;	EUt+;	
		EUt+;Bilateral-agreement;Within European Union	
		EUt+;	
	g;Staff mobility for training;	Bilateral-agreement;Within European Union (EU);	
		Outside EU;	
	g;	Outside EU;	
	g;Staff mobility for training;Other;	EUt+;Bilateral-agreement;Within European Union	
	g;Other;	Bilateral-agreement;Within European Union (EU);	
		Outside EU;	
		Bilateral-agreement;	
		Within European Union (EU);	
	g;	Bilateral-agreement;EUt+;	
		Outside EU;	
		EUt+;	
		Within European Union (EU);	
		EUt+;	
		Within European Union (EU);	
		Bilateral-agreement;	
		Within European Union (EU);	
	for teaching and training;	Bilateral-agreement;Within European Union (EU);	
	g;	Bilateral-agreement;Within European Union (EU);	
	g;	Within European Union (EU);Outside EU;	
	for teaching and training;	Bilateral-agreement;	
	for teaching and training;	Outside EU;EUt+;Bilateral-agreement;	
	g;	Within European Union (EU);	
		Within European Union (EU);	
		Within European Union (EU);	
	obility for teaching and training;	EUt+;Within European Union (EU);	
	g;	Within European Union (EU);	
	g;	Outside EU;	
	g;Blended Intensive Program (BIP);	EUt+;	

g;Staff mobility for training;	Within European Union (EU);Outside EU;
g;	Within European Union (EU);
;;	EUT+;
;;	Within European Union (EU);
;;	Within European Union (EU);
g;Staff mobility for training;Combined staff mobility	Outside EU;Within European Union (EU);
;;	EUT+;
;;	EUT+;
g;Staff mobility for training;	Within European Union (EU);
;;	Within European Union (EU);
;;Other;	Within European Union (EU);Outside EU;
;;	EUT+;
g;	Within European Union (EU);
;;	Within European Union (EU);
	Within European Union (EU);
g;Staff mobility for training;	Bilateral-agreement;
for teaching and training;	Within European Union (EU);
g;Staff mobility for training;Blended Intensive Program	EUT+;Bilateral-agreement;Outside EU;
g;	Within European Union (EU);
training;	Within European Union (EU);Outside EU;
;;	Within European Union (EU);Outside EU;
;;	Within European Union (EU);
for teaching and training;	Outside EU;
;;	Within European Union (EU);
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;;Staff mobility for teaching;	Within European Union (EU);Bilateral-agreement;
g;	Within European Union (EU);
;;	Within European Union (EU);
;;	Bilateral-agreement;Within European Union (EU);
;;	Bilateral-agreement;Within European Union (EU);
;;	EUT+;Within European Union (EU);
g;	Within European Union (EU);

g;Other;	Within European Union (EU);Outside EU;
g;Staff mobility for training;	Within European Union (EU);
g;Staff mobility for training;Combined staff mobility	Within European Union (EU);
g;	Within European Union (EU);
	EUT+;
g;Other;	EUT+;
g;	EUT+;Bilateral-agreement;Within European Union
	Within European Union (EU);
	EUT+;
g;	Within European Union (EU);
g;	EUT+;
g;Staff mobility for training;Combined staff mobility	Bilateral-agreement;
	Within European Union (EU);
for teaching and training;	EUT+;
g;	Within European Union (EU);
	Outside EU;
g;Other;	Within European Union (EU);
g;	Within European Union (EU);Outside EU;
g;Combined staff mobility for teaching and training;	Outside EU;Within European Union (EU);
g;Staff mobility for training;Combined staff mobility	EUT+;
	EUT+;
g;	Outside EU;
g;	Within European Union (EU);
g;	Within European Union (EU);
for teaching and training;	Outside EU;
for teaching and training;	Within European Union (EU);
	EUT+;
for teaching and training;	Within European Union (EU);
g;Staff mobility for training;	EUT+;Bilateral-agreement;
for teaching and training;Staff mobility for training	EUT+;
g;	EUT+;Bilateral-agreement;
g;	EUT+;Bilateral-agreement;
g;	Bilateral-agreement;
for teaching and training;	Within European Union (EU);
g;	EUT+;Bilateral-agreement;Within European Union
g;	Within European Union (EU);Bilateral-agreement;
g;Staff mobility for training;	EUT+;Bilateral-agreement;
g;Other;	Within European Union (EU);EUT+;
g;	Within European Union (EU);

	Within European Union (EU);
	Within European Union (EU);
g;	Within European Union (EU);Outside EU;
;Other;	Within European Union (EU);
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	EUt+;
g;Staff mobility for training;	EUt+;Within European Union (EU);Bilateral-agreer
;	Within European Union (EU);Outside EU;
g;Staff mobility for training;	Bilateral-agreement;Within European Union (EU);
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g;Staff mobility for training;Combined staff mobil	EUt+;
for teaching and training;	Bilateral-agreement;
	Within European Union (EU);
g;Staff mobility for training;Combined staff mobil	Within European Union (EU);Outside EU;
g;	Within European Union (EU);
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g;	Within European Union (EU);
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g;	EUt+;
g;	Within European Union (EU);
for teaching and training;	Within European Union (EU);
for teaching and training;	Within European Union (EU);Outside EU;
	Outside EU;
;	Outside EU;EUt+;Within European Union (EU);Bila
;	Outside EU;Within European Union (EU);EUt+;
	Within European Union (EU);Outside EU;
eaching;Staff mobility for training;	Within European Union (EU);Bilateral-agreement;
;	Bilateral-agreement;
eaching;	Within European Union (EU);

g;Staff mobility for training;Combined staff mobility	Within European Union (EU);Outside EU;
;	Outside EU;
;	Bilateral-agreement;Within European Union (EU);
	Outside EU;
	Within European Union (EU);
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;	Bilateral-agreement;
;	EUT+;Outside EU;
for teaching and training;	Outside EU;
	Bilateral-agreement;
for teaching and training;	Within European Union (EU);Outside EU;
g;	Within European Union (EU);
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g;Staff mobility for training;Combined staff mobility	Within European Union (EU);EUT+;
g;Staff mobility for training;Other;	Within European Union (EU);
;	Within European Union (EU);
for teaching and training;	EUT+;Outside EU;
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	Within European Union (EU);EUT+;
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for teaching and training;	Outside EU;Within European Union (EU);Bilateral-
	Bilateral-agreement;
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for teaching and training;	Within European Union (EU);
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;;Blended Intensive Program (BIP);Other;	EUT+;
;	Within European Union (EU);
;;Other;	Outside EU;Within European Union (EU);Bilateral-
training;	
	EUT+;
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	Outside EU;
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for teaching and training;	Within European Union (EU);
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g;Staff mobility for training;Combined staff mobility	Within European Union (EU);Outside EU;Bilateral-
	Within European Union (EU);Outside EU;
	EUT+;
	Outside EU;
g;Combined staff mobility for teaching and training;	Bilateral-agreement;Within European Union (EU);
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	Within European Union (EU);Outside EU;
;	Bilateral-agreement;Outside EU;
g;	EUT+;
g;	Outside EU;
;	Within European Union (EU);Bilateral-agreement;

	Bilateral-agreement;
g;Staff mobility for training;Other;	EUt+;Bilateral-agreement;Within European Union
;Combined staff mobility for teaching and training	EUt+;Bilateral-agreement;Outside EU;
;	EUt+;
g;Staff mobility for training;	Bilateral-agreement;Outside EU;
;	Within European Union (EU);
g;Staff mobility for training;	EUt+;Bilateral-agreement;Within European Union
	Bilateral-agreement;
g;Staff mobility for training;	Bilateral-agreement;Within European Union (EU);
;	EUt+;Within European Union (EU);
g;	Within European Union (EU);
g;	Bilateral-agreement;
g;Staff mobility for training;	Bilateral-agreement;Within European Union (EU);
for teaching and training;Staff mobility for teaching and training;	Within European Union (EU);Bilateral-agreement;
g;Staff mobility for training;Combined staff mobility for teaching and training;	Bilateral-agreement;EUt+;Within European Union
	Within European Union (EU);
g;	Outside EU;
g;Staff mobility for training;Combined staff mobility for teaching and training;	Bilateral-agreement;Outside EU;Within European Union (EU);
g;	EUt+;
for teaching and training;	EUt+;
	Outside EU;
	Outside EU;
g;Other;	Outside EU;Within European Union (EU);
;	EUt+;
	EUt+;Within European Union (EU);Outside EU;
	Outside EU;
	Within European Union (EU);Outside EU;

for teaching and training;	EUt+;
g;Staff mobility for training;	Outside EU;Bilateral-agreement;Within European
g;Staff mobility for training;	Outside EU;Bilateral-agreement;Within European
	EUt+;
	Bilateral-agreement;Outside EU;
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;	EUt+;Outside EU;Within European Union (EU);
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m (BIP);	Outside EU;
	Within European Union (EU);
	EUt+;
g;Staff mobility for training;Combined staff mobili	Within European Union (EU);Bilateral-agreement;
g;	Bilateral-agreement;
g;Combined staff mobility for teaching and trainin	EUt+;Outside EU;
	EUt+;
;	Within European Union (EU);
for teaching and training;	EUt+;
g;	Within European Union (EU);
;	EUt+;Outside EU;
g;Combined staff mobility for teaching and trainin	EUt+;
;	EUt+;Within European Union (EU);
g;Staff mobility for training;	EUt+;Bilateral-agreement;Within European Union
;	Outside EU;Within European Union (EU);

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;	Within European Union (EU);Bilateral-agreement;
;;Staff mobility for teaching;Blended Intensive Pro	Within European Union (EU);
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g;	Within European Union (EU);
g;	Within European Union (EU);Outside EU;
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g;	Within European Union (EU);
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g;	EUT+;Within European Union (EU);
g;Staff mobility for training;	Within European Union (EU);Outside EU;
for teaching and training;	Within European Union (EU);
;;Other;	EUT+;
;	EUT+;Bilateral-agreement;
;	Within European Union (EU);
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g;	Within European Union (EU);
;;Combined staff mobility for teaching and training	Within European Union (EU);Outside EU;EUT+;
;	Within European Union (EU);
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g;	Outside EU;
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g;	Within European Union (EU);

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	Within European Union (EU);Bilateral-agreement;
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m (BIP);	Within European Union (EU);Bilateral-agreement;
	EUT+;
;Other;	Within European Union (EU);
for teaching and training;	Within European Union (EU);Outside EU;Bilateral-
for teaching and training;	EUT+;
;;	Within European Union (EU);
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g;Blended Intensive Program (BIP);	Within European Union (EU);
g;Staff mobility for training;	Bilateral-agreement;Within European Union (EU);
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g;	Within European Union (EU);
g;Staff mobility for training;	EUT+;Within European Union (EU);Outside EU;
g;	Outside EU;
;;	EUT+;Within European Union (EU);
g;Staff mobility for training;	Within European Union (EU);
g;	EUT+;
g;Staff mobility for training;	Outside EU;Within European Union (EU);
g;	Within European Union (EU);
	EUT+;
g;	EUT+;Outside EU;
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g;Combined staff mobility for teaching and training;	Within European Union (EU);
	Within European Union (EU);
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g;Staff mobility for training;	Within European Union (EU);Outside EU;
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g;	EUT+;
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g;Staff mobility for training;	Within European Union (EU);
g;Combined staff mobility for teaching and training;	Within European Union (EU);

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for teaching and training;	Within European Union (EU);
g;Staff mobility for training;	EUt+;
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for teaching and training;	Within European Union (EU);
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;	EUt+;Outside EU;
;	Combined staff mobility for teaching and training
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g;	Within European Union (EU);Bilateral-agreement;
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m (BIP);Combined staff mobility for teaching and t	EUt+;
	Within European Union (EU);
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g;Staff mobility for training;	Bilateral-agreement;Within European Union (EU);
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g;Staff mobility for training;	EUt+;
g;Staff mobility for training;	EUt+;Bilateral-agreement;Within European Union
g;	Within European Union (EU);
g;Staff mobility for training;	Within European Union (EU);Outside EU;
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g;Combined staff mobility for teaching and training;Blended Intensive Program (BIP);Staff mobility for	EU+;
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g;Combined staff mobility for teaching and training;	Outside EU;Within European Union (EU);EU+;
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g;Other;Staff mobility for training;	Within European Union (EU);
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	Within European Union (EU);
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for teaching and training;	Within European Union (EU);

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g;Staff mobility for training;Combined staff mobility	EUt+;Bilateral-agreement;Within European Union
	Within European Union (EU);
for teaching and training;	EUt+;
	Bilateral-agreement;
	EUt+;
g;Combined staff mobility for teaching and training	Within European Union (EU);Outside EU;
	Within European Union (EU);
g;Staff mobility for training;	Within European Union (EU);Bilateral-agreement;
g;Staff mobility for teaching;Combined staff mobility	Bilateral-agreement;Within European Union (EU);
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for teaching and training;	Within European Union (EU);
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g;Staff mobility for training;Combined staff mobility	EUt+;Bilateral-agreement;Within European Union
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g;Staff mobility for training;	Bilateral-agreement;EUt+;Within European Union
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for teaching and training;	Bilateral-agreement;
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g;Staff mobility for teaching;	Bilateral-agreement;
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;g;Combined staff mobility for teaching and training;	Bilateral-agreement;Within European Union (EU);
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;g;	EUT+;
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for teaching and training;Other;	Bilateral-agreement;
;g;Staff mobility for training;Blended Intensive Program	Within European Union (EU);Outside EU;
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;g;Staff mobility for training;	Bilateral-agreement;Within European Union (EU);
;g;Staff mobility for training;Combined staff mobility	Within European Union (EU);Outside EU;
;g;Staff mobility for training;Combined staff mobility	Within European Union (EU);Bilateral-agreement;
;g;	EUT+;Within European Union (EU);Outside EU;
	Outside EU;
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Feedback - In what capa Are you interested in sta Points - Are you interest Feedback - Are you inter

Yes

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EUt+; Yes

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(EU);Outside EU; Yes

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A way to increase your competences;As a professional development opportunity;
An activity to break up routine;As a professional development opportunity;A way to increase your co
An activity to break up routine;A way to increase your competences;
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A way to increase your competences;As a professional development opportunity;
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As a professional development opportunity;A way to increase your competences;
A way to increase your competences;As a professional development opportunity;
A way to increase your competences;As a professional development opportunity;An activity to break
A way to increase your competences;

Other; Research
Other;A way to increase your competences; Collaborative work betw
An activity to break up routine;A way to increase your competences;As a professional development o
An activity to break up routine;A way to increase your competences;
A way to increase your competences;As a professional development opportunity;
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A way to increase your competences;As a professional development opportunity;
An activity to break up routine;A way to increase your competences;As a plIt's an important aspect o
As a professional development opportunity;Other; know how the administr
As a professional development opportunity;A way to increase your competences;An activity to break
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A way to increase your competences;As a professional development opportunity;
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A way to increase your competences;As a professional development opportunity;
An activity to break up routine;As a professional development opportunity;
A way to increase your competences;As a professional development opportunity;
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An activity to break up routine;
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A way to increase your competences;As a professional development opportunity;
An activity to break up routine;As a professional development opportunity;
An activity to break up routine;A way to increase your competences;Other; A way to meet new colle
A way to increase your competences;As a professional development oppor to develop cultural aware
A way to increase your competences;An activity to break up routine;
A way to increase your competences;As a professional development opportunity;
An activity to break up routine;As a professional development opportunity;A way to increase your cc
An activity to break up routine;A way to increase your competences;As a professional development c
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An activity to break up routine;A way to increase your competences;As a professional development c
A way to increase your competences;An activity to break up routine;Other; A way to do benchmark c
A way to increase your competences;As a professional development opportunity;
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An activity to break up routine;A way to increase your competences;As a professional development c
A way to increase your competences;As a professional development oppor Establishing scientific coc
A way to increase your competences;As a professional development opportunity;
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A way to increase your competences;As a professional development opportunity;
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As a professional development opportunity;A way to increase your competences;An activity to break
An activity to break up routine;A way to increase your competences;As a professional development c
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An activity to break up routine;A way to increase your competences;As a professional development opportunity;
A way to increase your competences;As a professional development opportunity;An activity to break up routine;
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An activity to break up routine;As a professional development opportunity;
An activity to break up routine;A way to increase your competences;As a professional development opportunity;
A way to increase your competences;As a professional development opportunity;
A way to increase your competences;As a professional development opportunity; Possibility to build a wide network;
An activity to break up routine;A way to increase your competences;As a professional development opportunity;
An activity to break up routine;A way to increase your competences;As a professional development opportunity;
A way to increase your competences;As a professional development opportunity;An activity to break up routine;
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An activity to break up routine;A way to increase your competences;As a professional development opportunity;
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An activity to break up routine;A way to increase your competences;As a professional development opportunity;
A way to increase your competences;As a professional development opportunity;
A way to increase your competences;As a professional development opportunity;

A way to increase your competences;As a professional development opportunity; Opportunity to network;
A way to increase your competences;As a professional development opportunity;
An activity to break up routine;A way to increase your competences;As a professional development opportunity;
As a professional development opportunity;A way to increase your competences;
Other;A way to increase your competences; NETWORKING AND IMPROVING

A way to increase your competences;As a professional development opportunity;
A way to increase your competences;As a professional development opportunity;

As a professional development opportunity;
A way to increase your competences;As a professional development opportunity; Networking
An activity to break up routine;

As a professional development opportunity;Other; Develop research partnerships;
A way to increase your competences;As a professional development opportunity;
As a professional development opportunity;
As a professional development opportunity;A way to increase your competences;An activity to break up routine;
An activity to break up routine;A way to increase your competences;As a professional development opportunity;
An activity to break up routine;Other; broaden horizons , share experiences

As a professional development opportunity;A way to increase your competences; I can visit another laboratory;
An activity to break up routine;A way to increase your competences;As a professional development opportunity;
As a professional development opportunity;An activity to break up routine;
An activity to break up routine;As a professional development opportunity; opportunity
A way to increase your competences;As a professional development opportunity;An activity to break up routine;
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A way to increase your competences;As a professional development opportunity;
As a professional development opportunity;A way to increase your competences;I did not attend any activities
A way to increase your competences;As a professional development opportunity;
A way to increase your competences;As a professional development opportunity;
As a professional development opportunity;A way to increase your competences;
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A way to increase your competences;An activity to break up routine;As a professional development opportunity;
A way to increase your competences;As a professional development opportunity;
An activity to break up routine;
A way to increase your competences;As a professional development opportunity;An activity to break
A way to increase your competences;As a professional development opportunity;
As a professional development opportunity;A way to increase your competences;An opportunity to learn from
A way to increase your competences;As a professional development opportunity;An activity to break
A way to increase your competences;As a professional development opportunity;as a way to improve my skills
An activity to break up routine;A way to increase your competences;As a professional development opportunity;Industry training
A way to increase your competences;An activity to break up routine;As a professional development opportunity;
A way to increase your competences;As a professional development opportunity;
A way to increase your competences;As a professional development opportunity;
A way to increase your competences;As a professional development opportunity;

Feedback - If you chose	Points - If you chose other	If no, what are the obstacles	Feedback - If no, what are the
		This activity is not recognized by my institution ;	
< up routine;		Other;	
		This activity is not recognized by my institution ;	
		Other;	
		Language barriers ;	
		This activity is not recognized by my institution ;	
		This activity is not recognized by my institution ;	
< up routine;		Language barriers ;	
a specific professional area, meeting new people		Financial problems;	
		Financial problems;	
tices on specific domains of mutual interest. F2F in		Other;	
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		Other;	
opportunity;			
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ompetences;		Language barriers ;	
		This activity is not recognized by my institution ;	
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< up routine;		Financial problems;	
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ement of teaching skills. Topic presentation.		Other;	
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ompetences;		Language barriers ;	
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< up routine;	This activity is not recognized by my institution ;Ot
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	This activity is not recognized by my institution ;Fi
	This activity is not recognized by my institution ;Ot
	Financial problems;
estudiantes y profesores. Establecer reconocimientos entre asignaturas de títulos de UPCT y otras.	
	Financial problems;Other;
	This activity is not recognized by my institution ;La
opportunity;	Financial problems;
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	This activity is not recognized by my institution ;
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	Language barriers ;
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	Financial problems;Other;
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	Financial problems;This activity is not recognized b
networking, strengthening relations with internatio	This activity is not recognized by my institution ;Fi
	Language barriers ;
ompetences;	Other;
	Language barriers ;
ck up routine;	
	Financial problems;Language barriers ;
	Language barriers ;Financial problems;
ompetences;	This activity is not recognized by my institution ;
ck up routine;	
opportunity;	
opportunity;	
	This activity is not recognized by my institution ;Fi
	Language barriers ;Financial problems;
opportunity;	
opportunity;	Financial problems;Other;
	Language barriers ;
	Other;
	This activity is not recognized by my institution ;Fi
opportunity;	
	Other;
	Other;
opportunity;	Financial problems;Language barriers ;
	Other;
opportunity;	Financial problems;Language barriers ;
	Financial problems;Other;

competences;

This activity is not recognized by my institution ;
Language barriers ;Financial problems;

opportunity;

This activity is not recognized by my institution ;

Language barriers ;Other;

Other;

This activity is not recognized by my institution ;Fi

Other;

opportunity;

Other;

< up routine;

Financial problems;

Financial problems;

Other;

ternational researchers

Financial problems;

< up routine;

Language barriers ;Financial problems;This activity

een researchers

opportunity;

Language barriers ;Other;

Other;

project.

< up routine;

competences;

Other;

Other;

of my job: to meet up with peers

ation works

Other;

< up routine;

< up routine;

opportunity;

Financial problems;

opportunity;

opportunity;

	Financial problems;
	Language barriers ;Financial problems;
	Language barriers ;Other;
doing the same job than me in other univeristies are working	
	Financial problems;
	Language barriers ;Other;
up routine;	
	Financial problems;This activity is not recognized k
	Language barriers ;
	Language barriers ;Other;
	Language barriers ;
agues and exchange on some subjects	
eness and understanding	Other;
	Language barriers ;
	Other;This activity is not recognized by my institut
ompetences;	Other;
opportunity;	
opportunity;	
on a lot of subjects	
	Other;
opportunity;	
operation opportunities	Financial problems;Other;
ompetences;	
up routine;	
opportunity;	Language barriers ;
up routine;	
up routine;	
	Financial problems;
ivities with partners and develop new projects	
up routine;	
opportunity;	Financial problems;

Financial problems;

who are connected with me in daily work.

es, sometimes it helps to generate new ideas

opportunity;

Financial problems; This activity is not recognized b

opportunity;

opportunity;

Financial problems;

opportunity;

This activity is not recognized by my institution ;

opportunity;

< up routine;

Other;

Other;

opportunity;

Other;

Other;

results of my work, like development of joint projects

ompetences;

Financial problems;

opportunity;

Financial problems;

< up routine;

Language barriers ; Financial problems;

< up routine;

Other;

< up routine;

opportunity;

This activity is not recognized by my institution ;

opportunity;

This activity is not recognized by my institution ;

opportunity;

opportunity;

< up routine;

Other;

opportunity;

ompetences;

Financial problems;

< up routine;

competences;	
on project development	
opportunity;	
	Language barriers ;Financial problems;
< up routine;	
nowledge	
	Financial problems;
	Language barriers ;
opportunity;	
opportunity;	
	Other;
opportunity;	
opportunity;	
opportunity;	
opportunity;	
opportunity;	
opportunity;	
opportunity;	
opportunity;	
	Language barriers ;Financial problems;
	Financial problems;
opportunity;	This activity is not recognized by my institution ;
	Financial problems;
	Language barriers ;
opportunity;	This activity is not recognized by my institution ;Fi
opportunity;	Financial problems;
< up routine;	
< up routine;	
opportunity;	Financial problems;
< up routine;	
om other countries work with same situations, prc	Language barriers ;
	Language barriers ;
opportunity;	
	Other;
	Financial problems;
< up routine;	

	Financial problems;Other;
	This activity is not recognized by my institution ;
< up routine;	
< up routine;	Financial problems;
	Financial problems;
opportunity;	
	Other;
	Language barriers ;This activity is not recognized b
< up routine;	
	Other;
	Financial problems;Other;
opportunity;	
< up routine;	
	Other;
	This activity is not recognized by my institution ;Fi
opportunity;	Financial problems;
opportunity;	
	Language barriers ;
opportunity;	Other;
opportunity;	
	Other;
ompetences;	
	Language barriers ;This activity is not recognized b
h potential partners in order to elaborate a project proposal	
opportunity;	
opportunity;	
	Financial problems;
< up routine;	Other;
opportunity;	
	Other;
	Other;
	Language barriers ;Financial problems;
	Other;
< up routine;	
opportunity;	This activity is not recognized by my institution ;

opportunity;	
< up routine;	
	Other;
	Language barriers ;
opportunity;	Other;
	Financial problems;This activity is not recognized b
er network	
opportunity;	
opportunity;	Other;
< up routine;	
	Financial problems;
people doing the same thing	
	Financial problems;
	Financial problems;
opportunity;	
practices with colleagues from other universities, and a way to network	
opportunity;	
	Other;
and learn new skills	
opportunity;	Financial problems;Language barriers ;
MOVING COMMUNICATION WITH COLLEAGUES, PA	Financial problems;
	Language barriers ;
	This activity is not recognized by my institution ;
	Financial problems;
	Other;
	Financial problems;
	This activity is not recognized by my institution ;
rships	
	This activity is not recognized by my institution ;
	Other;
< up routine;	
opportunity;	
experiences and good practices, establish acquaintances etc	
	Other;
tory to do experiment/collaboration using equipm	Other;
opportunity;	
	Financial problems;
< up routine;	

opportunity;	Language barriers ;Financial problems;
	This activity is not recognized by my institution ;
	This activity is not recognized by my institution ;
	Other;
cup routine;	
opportunity;	
ations for future proposals/publications	Financial problems;
opportunity;	
ompetences;	
	This activity is not recognized by my institution ;
cup routine;	
cup routine;	This activity is not recognized by my institution ;Fi
research work	
	Other;
opportunity;	Language barriers ;
opportunity;	
opportunity;	
opportunity;	
	Other;
cup routine;	Financial problems;
opportunity;	
ompetences;	
and academic profficiency	
	Other;
cup routine;	
opportunity;	
	This activity is not recognized by my institution ;Fi
relationships with colleagues to be able to write El	Financial problems;Other;
opportunity;	Financial problems;
partnerships	
opportunity;	

	Financial problems;
< up routine;	
	Financial problems;
	Financial problems;
opportunity;	
	Other;
ty before	This activity is not recognized by my institution ;Fi
	Financial problems;
opportunity;	This activity is not recognized by my institution ;
	Other;
< up routine;	
from other organisations' best practices.	
< up routine;	
English skills	
opportunity;	
	Language barriers ;Financial problems;
	Language barriers ;

Points - If no, what are t If you chose other, pleas Feedback - If you chose Points - If you chose oth

Having a toddler

nancial problems;

Number of staff mobilities are distributed proportional to number of stude

Activities that need to be recovered, once returned. It's more or less within

Time.

-

time

n/a

Everything was good.

Lack of time

Even though I'm young, I dislike change in my surroundings/workplace

financial problems;

organized by my institution ;Fiable for travel with family only

by my institution ;

No interest

Can't find time for that between lectures.

overload in work

Family and small kids

Free time problems

Retirement is close; family problems

the specifics of work do not allow you to break away from work

-

-

I do not know how to partake in staff mobility.

ther;

Busy schedual

lack of information about mobility opportunities and small director support

I think my work responsibilities are such that mobility does not apply to me

Personal obstacles

Health problems

I don't see a good reason to do it.

Many responsibilities to deal with and can't afford to interrupt them for me
Sometimes due to the workload it is hard to plan a mobility during the sem

ther; Connections are hard to develop if you are not encouraged to travel and if

nancial problems;

ther; Work-life balance

Family and work balance

language barriers ;

Family limitations (Little children).

Parenting

Lack of facilities for whole family movement

Family logistics

Family commitments

Family.

nized by my institution ; Combine mobility with academic obligations in origin

tion ;

by my institution ;

financial problems;Other; The mistaken belief persists among university staff that international mobil

I work in laboratories and research laboratories, and there are not includes

financial problems;

single-parent family reconciliation problems

I have a lot of tasks to do in my current position

financial problems;

I currently don't have time to be out of the office for a long period

Insufficient number of mobilities available

Family

Work-life balance, care and attention of my children and elders

Mobilities for academics go hand in hand with mobilities for students. If the financial problems;

Very engaging, it requires a lot of extra effort to prepare.

Small kids

Not enough spare time

is not recognized by my institution ;

Who will do my job during my mobility? We have such a strong daily pressure. I did not find any opportunity till now, and it's hard to have time to do it.

Family life
which process?

finding out when I can take time off work

family

by my institution ;

duration

concerns about managing my current work load and responsibilities whilst

ion ;

I don't know if my institution will allowd me to do it.

Not enough time

I didn't choose another

Availability and finding suitable courses: programmes

by my institution ;Other; I don't have a complete idea of what it is staff mobility

Lack of time

The reason might seem funny, but I don't know how to fill the documents c
I do not understand how to participate on a practical level, e.g., what happens
busy in another job

Come health problems in the family

No interest

Family situation, there is no one to look after the child in my absence

financial problems;

Quite huge work load

To go on the mobility program you need to have enough savings and free ti

time, lack of staff to replace my absence
by my institution ;Financial problems;

Work load in the office

Extra time

small children at home
nancial problems;

Not enough free time

It's not that I can't participate in it or that there are obstacles I know of, bu
by my institution ;

too much work

COVID restrictions

-

haven't actively following opportunities

Hven't yet had the opportunity present itself.

by my institution ;

hard to find time

Not clear goals in terms of professional development

Lack of promotion regarding new opportunities; Difficult application proces

Delayed procedures and bad communication with the Erasmus Office of the

Family kids

I do not know the procedure for this - how I can visit another laboratory in

information

Too many things to do, research wise, to waste my precious time flying and

Family obligations

financial problems;

Workload

Time management

None

financial problems;

work/life balance (having a family)

academic lecture schedule makes participation complicated

financial problems;

No obstacles

How is staff mobility encouraged?	Feedback - How is staff mobility encouraged?	Points - How is staff mobility encouraged?	If you chose other, please explain.
As part of the internationalization strategy			
As part of staff development			
As part of the internationalization strategy			
As part of the overall strategy			
As part of the overall strategy			
As part of the overall strategy			
Recommended by management			
As part of the internationalization strategy			
As part of the internationalization strategy			
As part of staff development			
As part of the overall strategy			
As part of the internationalization strategy			
As part of the internationalization strategy			
Other			Not encouraged
Other			I am not sure. Personally,
Other			it's not
Other			as part of institutional pr
Recommended by management			
Recommended by management			
As part of the internationalization strategy			
As part of the internationalization strategy			
As part of the internationalization strategy			
As part of the internationalization strategy			
As part of the overall strategy			
As part of the overall strategy			
As part of the internationalization strategy			
Recommended by management			-
As part of the overall strategy			
As part of the internationalization strategy			
As part of the internationalization strategy			
As part of the internationalization strategy			
Recommended by management			
Recommended by management			
Other			it is not encouraged
As part of the internationalization strategy			
Recommended by management			
Recommended by management			
As part of staff development			
As part of the overall strategy			
Recommended by management			
As part of staff development			
As part of staff development			
Mandatory part of career development			
Recommended by management			
As part of staff development			
As part of staff development			
As part of staff development			
As part of the internationalization strategy			
As part of the overall strategy			

Other	Dont know
As part of the overall strategy	
Recommended by management	
As part of the internationalization strategy	
Recommended by management	
As part of the overall strategy	
Recommended by management	
As part of the internationalization strategy	
As part of the internationalization strategy	
Recommended by management	
Other	I'm not sure
As part of the internationalization strategy	
As part of the overall strategy	
As part of staff development	
As part of staff development	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the overall strategy	
Recommended by management	
As part of staff development	
As part of the overall strategy	
Recommended by management	
As part of the overall strategy	
As part of the internationalization strategy	
As part of staff development	
As part of the overall strategy	
As part of staff development	
Mandatory part of career development	
Recommended by management	
Recommended by management	
As part of staff development	
As part of staff development	
As part of the overall strategy	
As part of staff development	
As part of staff development	
As part of the overall strategy	
As part of staff development	
Other	no information about it a
Other	It is encouraged in RTU, k
Recommended by management	
As part of staff development	
As part of the overall strategy	
Other	I know about them but it
Recommended by management	
As part of staff development	
Other	I do not know.
Other	Optional for academic sta
As part of staff development	
As part of staff development	

Other	Not sure
As part of the internationalization strategy	
As part of staff development	
As part of the overall strategy	
Recommended by management	
As part of staff development	
As part of the overall strategy	
Recommended by management	
As part of staff development	
Recommended by management	
As part of the overall strategy	
Mandatory part of career development	
As part of the overall strategy	
As part of staff development	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the overall strategy	
As part of staff development	
Recommended by management	
As part of staff development	
As part of the overall strategy	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
Recommended by management	
Other	I do not know if it is enco
As part of staff development	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
Recommended by management	
Recommended by management	
As part of the overall strategy	
As part of staff development	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the overall strategy	
Recommended by management	-
Other	not mentioned much
Recommended by management	
As part of the internationalization strategy	
Other	I do not know.
As part of the overall strategy	
As part of the internationalization strategy	
As part of staff development	
As part of the internationalization strategy	
Other	Have not seen large staff
As part of the overall strategy	

As part of the overall strategy	
As part of staff development	
Other	I don't know
As part of the overall strategy	
Recommended by management	
Other	Currently I have noticed j
As part of staff development	
As part of the overall strategy	
As part of the overall strategy	
As part of staff development	
As part of the internationalization strategy	
Recommended by management	
As part of staff development	
As part of the overall strategy	
As part of staff development	
As part of staff development	
Other	Bureaucratic and depend
As part of the overall strategy	
Other	Not sure.
As part of the internationalization strategy	
As part of the overall strategy	
As part of the overall strategy	
As part of staff development	
Other	There is no encouragement
As part of staff development	
As part of the internationalization strategy	
Recommended by management	
As part of the overall strategy	
Recommended by management	
As part of staff development	
Recommended by management	
Recommended by management	
As part of the internationalization strategy	
As part of staff development	
As part of staff development	
Recommended by management	
Other	it depends on personal ir
As part of the internationalization strategy	
As part of the overall strategy	
As part of staff development	
Other	о время войны это един
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the overall strategy	
As part of staff development	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the internationalization strategy	
As part of staff development	

As part of the internationalization strategy	
As part of the internationalization strategy	
Recommended by management	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of staff development	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
Other	not encouraged at all al r
As part of the internationalization strategy	
Recommended by management	
As part of the internationalization strategy	
As part of staff development	
Other	In reallmy university doe
Recommended by management	
As part of staff development	
As part of the internationalization strategy	
As part of the overall strategy	
As part of staff development	
As part of staff development	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the internationalization strategy	
Other	My unit head doesn't see
As part of staff development	
As part of staff development	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
Recommended by management	
As part of the overall strategy	
As part of the internationalization strategy	
As part of staff development	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	

As part of the overall strategy	
As part of the internationalization strategy	
Mandatory part of career development	
Other	Mobility for academic sta
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the internationalization strategy	
Recommended by management	
As part of the internationalization strategy	
As part of the overall strategy	
Other	Depende del grupo unive
As part of the internationalization strategy	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the internationalization strategy	
As part of staff development	
As part of the internationalization strategy	
As part of staff development	
As part of staff development	
As part of the internationalization strategy	
Recommended by management	
As part of the internationalization strategy	
Recommended by management	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of staff development	
As part of the internationalization strategy	
As part of the overall strategy	
Other	It is talento into account
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the internationalization strategy	
Mandatory part of career development	

As part of the internationalization strategy	
Recommended by management	
As part of the overall strategy	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
Recommended by management	
As part of the internationalization strategy	
As part of staff development	
Other	none
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
Other	Not encouraged
As part of staff development	
Mandatory part of career development	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
Other	?
Recommended by management	Personal reasoning : Mok
Other	To my knowledge, it is no
Other	I don't know if staff mobi
As part of the internationalization strategy	
Other	I do not have a clue nor a
Other	no informations
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the overall strategy	
Other	Unless the rotation of the
As part of the overall strategy	
Other	not specially encouraged
As part of the internationalization strategy	
As part of the internationalization strategy	
Recommended by management	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the overall strategy	
As part of staff development	
Other	I don't know if it's encou

As part of the internationalization strategy	
Other	It is not particularly enco
As part of the internationalization strategy	
As part of the overall strategy	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
Other	Not for Administrative st
Other	elle n'est pas encouragée
As part of the internationalization strategy	
As part of the internationalization strategy	
Other	staff mobility is not ment
As part of the internationalization strategy	
As part of the internationalization strategy	
Recommended by management	
Other	don't know
As part of the overall strategy	
As part of staff development	
As part of the overall strategy	
Other	It's not always encourage
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the overall strategy	
As part of staff development	
As part of the internationalization strategy	
Other	not specially encouraged
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the overall strategy	
As part of the internationalization strategy	
Recommended by management	
As part of the internationalization strategy	
As part of staff development	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the internationalization strategy	
Recommended by management	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of staff development	
Recommended by management	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the overall strategy	
Other	I do not see how it is rec
As part of the internationalization strategy	

Recommended by management	
Recommended by management	
As part of the internationalization strategy	
As part of staff development	
As part of staff development	
As part of staff development	
Recommended by management	
As part of the overall strategy	
As part of staff development	
Recommended by management	
Recommended by management	
As part of staff development	
As part of the overall strategy	
Recommended by management	
As part of staff development	
As part of staff development	
Recommended by management	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the internationalization strategy	
Other	Don't know
Recommended by management	
Other	I do not know.
Other	have not heard about me
Other	In practice the only aspect
As part of staff development	
As part of the overall strategy	
Recommended by management	
As part of the internationalization strategy	
As part of the overall strategy	
As part of staff development	
Recommended by management	
As part of the overall strategy	
As part of the overall strategy	
Mandatory part of career development	
As part of staff development	
As part of the overall strategy	
As part of the internationalization strategy	
As part of staff development	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the internationalization strategy	
Other	I don't know.
Other	I don't know
Other	Message in intranet
As part of the overall strategy	
Other	I have only been working
As part of the overall strategy	
As part of the internationalization strategy	

As part of staff development	
As part of the overall strategy	
As part of the internationalization strategy	
As part of staff development	
Other	Actually when I went for
As part of the overall strategy	
As part of staff development	
Recommended by management	
As part of the internationalization strategy	also stuff development
As part of staff development	
Mandatory part of career development	
Recommended by management	As part of bonus
As part of staff development	
As part of staff development	
Other	Some information is avai
As part of the overall strategy	
As part of the internationalization strategy	
Recommended by management	
As part of the overall strategy	
As part of the internationalization strategy	
As part of staff development	
Recommended by management	
As part of the internationalization strategy	
Mandatory part of career development	
As part of the overall strategy	
Mandatory part of career development	
Recommended by management	
Recommended by management	
As part of the overall strategy	
As part of the overall strategy	
Other	Not encouraged
As part of the overall strategy	
Recommended by management	
As part of the overall strategy	
Recommended by management	
As part of the overall strategy	
As part of the internationalization strategy	
Other	not for administrative sta
As part of the internationalization strategy	
As part of staff development	
As part of the overall strategy	
As part of staff development	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the overall strategy	
As part of staff development	
As part of staff development	
As part of the overall strategy	
Recommended by management	
As part of the internationalization strategy	

Recommended by management	
As part of the overall strategy	
Other	prēmija, kas piešķirta diri
As part of staff development	
As part of the overall strategy	
As part of the internationalization strategy	
Mandatory part of career development	
Other	I don't know
As part of staff development	
Recommended by management	
Recommended by management	
As part of the overall strategy	
Recommended by management	
As part of the overall strategy	
As part of staff development	
Recommended by management	
Other	Staff mobility is not encour
As part of the overall strategy	
Recommended by management	
As part of the internationalization strategy	
As part of staff development	
As part of staff development	
As part of the internationalization strategy	
Recommended by management	
Recommended by management	
Mandatory part of career development	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
Other	I'm not sure
As part of the internationalization strategy	
As part of staff development	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the overall strategy	
As part of the overall strategy	
As part of the overall strategy	
As part of the internationalization strategy	
As part of staff development	
Recommended by management	
As part of the overall strategy	
As part of the overall strategy	
Other	Staff mobility is not enco
As part of the internationalization strategy	
Recommended by management	
As part of staff development	
As part of the overall strategy	
Recommended by management	
As part of staff development	
Other	Not encouraged

As part of the overall strategy	
As part of the internationalization strategy	
Other	No communication on th
As part of the overall strategy	
Other	i don't know
As part of the overall strategy	
Other	I have had a zero offer or
Recommended by management	
Other	through research project
As part of staff development	
Other	
As part of staff development	
As part of the internationalization strategy	
Other	Not encouraged
As part of staff development	
As part of staff development	
As part of staff development	
Other	erasmus
Other	Not really
Other	I believe that staff mobili
As part of the internationalization strategy	
As part of staff development	
As part of the overall strategy	
Other	It is not promoted. In ma
As part of the overall strategy	
As part of the internationalization strategy	
As part of the overall strategy	
As part of staff development	
As part of the overall strategy	
As part of staff development	
As part of staff development	
Other	it is not encouraged
Other	Neutral stance - Neither o
Recommended by management	
Other	
Other	Is not encouraged by my
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the overall strategy	
As part of staff development	
As part of the overall strategy	
As part of the overall strategy	
Other	N/A
As part of the internationalization strategy	
As part of staff development	
As part of the overall strategy	
Other	erasmus programs
As part of staff development	
As part of staff development	
As part of the internationalization strategy	

As part of the internationalization strategy	
As part of the overall strategy	
As part of the overall strategy	
As part of the overall strategy	
As part of the overall strategy	
Recommended by management	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the overall strategy	
Other	i dont think they encourage
As part of the overall strategy	
As part of the internationalization strategy	
As part of staff development	
Other	Not really encouraged
As part of staff development	
As part of staff development	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of staff development	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the overall strategy	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the overall strategy	
Recommended by management	
As part of the overall strategy	
As part of the internationalization strategy	
Other	It is not particularly encouraged
As part of the overall strategy	
As part of the internationalization strategy	
Recommended by management	
As part of the internationalization strategy	
As part of staff development	
As part of the internationalization strategy	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the overall strategy	
As part of staff development	
As part of the overall strategy	
As part of staff development	
Other	Don't know, I am not aware
As part of staff development	
As part of the internationalization strategy	

As part of the internationalization strategy	
As part of the internationalization strategy	
As part of staff development	
As part of staff development	
As part of the overall strategy	
As part of the internationalization strategy	
Other	No idea
As part of staff development	
Recommended by management	
As part of the overall strategy	
Other	Don't know
Recommended by management	
As part of the internationalization strategy	
As part of the overall strategy	
As part of staff development	
As part of the internationalization strategy	
As part of staff development	
Other	I do not know.
As part of the internationalization strategy	
Other	It is not encouraged at all
As part of the overall strategy	
Recommended by management	
As part of the overall strategy	
As part of the internationalization strategy	
As part of the internationalization strategy	
As part of staff development	
As part of the overall strategy	
Other	None of above mentioned
As part of the internationalization strategy	
As part of staff development	
As part of staff development	
Other	We do not have staff mo

Feedback - If you chose (Points - If you chose oth	Does your institution ha	Feedback - Does your in
	No	
	No	
	No	
	No	
	Yes	
	Yes	
	No	
	No	
	Yes	
	Yes	
	Yes	
	Yes	
	No	
	Yes	
, before EUt+, I was not aware of such opportuniti	No	
	Yes	
objects	No	
	No	
	No	
	No	
	No	
	No	
	Yes	
	No	
	Yes	
	No	
	No	
	Yes	
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	Yes	
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	Yes
	Yes
	No
	No
	Yes
	No
	No
	No
	Yes
	No
	No
	No
	Yes
	No
it all	No
out not in the department I'm working at.	No
	No
	Yes
	No
's up to myself to look for them.	No
	No
	No
	No
aff	No
	Yes
	Yes

	No
	Yes
	No
	Yes
	Yes
	Yes
	Yes
	No
	No
	No
	No
	Yes
	Yes
	Yes
	No
	Yes
	No
	No
	No
	No
	Yes
	No
	Yes
	No
	Yes
	No
	No
uraged in any way at all, I have not noticed that.	No
	No
	No
	Yes
	Yes
	Yes
	No
	Yes
	No
	Yes
	No
	Yes
	Yes
	No
	No
	Yes
	Yes
	No
	No
	Yes
	Yes
	No
mobility encouragements at my institution	No
	No

	No
	No
	Yes
	No
	Yes
just general posts in homepage. My management I	No
	Yes
	Yes
	No
	No
	Yes
	No
	Yes
	Yes
	Yes
	No
lent on the favor of the direct manager.	No
	Yes
	Yes
	Yes
	No
	Yes
ent	No
	No
	Yes
	Yes
	No
	No
	No
	Yes
	No
	Yes
	Yes
	Yes
	No
initiative	No
	Yes
	Yes
	Yes
ственный способ преподавателю получить пом	No
	No
	No
	No
	No
	No
	No
	Yes
	Yes
	No

	No
	No
	No
staff is not encouraged at UPCT out of regular program	No
	No
	No
	No
	No
	No
	No
	No
	No
university to which you belong. Consider that for the	No
	No
	No
	No
	No
	Yes
	No
	No
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	No
	Yes
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	No
	No
	No
	No
	No
	No
	No
	No
	No
	No
	No
	No
	No
	Yes
in your CV	No
	Yes
	No
	No
	No
	No
	Yes
	No
	No
	Yes
	Yes

	No
uraged	No
	Yes
	No
	No
	Yes
	No
	No
	No
aff, Direction don't understand the opportunity	Yes
e pour mon service.	No
	No
	No
tioned	No
	No
	No
	No
	No
	No
	No
	No
	Yes
es, it depends on your superior	No
	No
	Yes
	No
	No
	No
	No
	No
	No
	Yes
	Yes
	No
	No
	Yes
	No
	No
	No
	No
	Yes
	No
	No
	No
	Yes
	Yes
	No
ognized at all	No
	Yes

	Yes
	Yes
	Yes
	Yes
	No
	No
	No
	Yes
	Yes
	No
	No
	Yes
	No
	Yes
	No
	No
	No
	No
	No
	No
	No
	Yes
	Yes
	No
mobility options	No
ect influencing it is information published in RTU int	No
	Yes
	No
	Yes
	No
	Yes
	No
	No
	No
	No
	No
	Yes
	Yes
	No
	Yes
	Yes
	Yes
	No
	No
	No
	Yes
	No
here (in RTU) for two months	No
	No
	Yes

	No
	No
	No
	Yes
staff mobility I got negative feedback after it whicl	No
	No
	Yes
	No
	Yes
	No
	Yes
	No
	No
	Yes
lable, if the employee shows personal initiative, he	Yes
	No
	No
	No
	No
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	No
	No
	Yes
	No
	No
	No
	No
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	No
	Yes
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aff	Yes
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	Yes
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	Yes
	No
	No
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	Yes
	No
	Yes
	No
	Yes
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	No
	No
ektoru mājdzīvniekiem	No
	Yes
	No
	No
	Yes
	No
	No
	Yes
	No
	No
	Yes
	Yes
	No
uraged for the all of the staff equally. It seems that	Yes
	No
	No
	No
	Yes
	No
	No
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	No
	Yes
	Yes
	No
	Yes
	No
	No
	No
	No
	No
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	Yes
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	Yes
	Yes
uraged	No
	Yes
	No
	No
	No
	Yes
	No
	No

	No
	No
e subject	No
	No
	Yes
	Yes
experience in mobility at my workplace	No
	No
s	Yes
	No
	No
	No
	No
	No
	No
	Yes
	No
	No
	No
ty, especially for administrative staff, is not welcor	No
	No
	No
	No
ny cases due to increased duties it might be prohibit	No
	No
	No
	Yes
	No
	No
	No
	Yes
	No
encourages or discourages certainly with minimal i	No
	No
	No
institution for administrative staff.	No
	No
	No
	No
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	No
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	No
	No
	No
	No
	No
	Yes
	Yes
	No
	No
	Yes
	No
	No
	No
	No
uraged	No
	Yes
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	Yes
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	Yes
	Yes
	Yes
	No
are of	No
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I	No
	Yes
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	No
	No
	No
	No
d	Yes
	No
	Yes
	No
bility encouraged at our departament	Yes

Points - Does your instit If yes, what is the recogn Feedback - If yes, what i Points - If yes, what is th

According to European agreements
dhdshf

Recognition as a working period abroad
As far as I know, there is no standardized protocol.
visibility

informal recognition

-

INTERNATIONAL DEPARTMENT

?

Some information in CV. Benefits working with foreign students.

I dont know.

High performance review
publishing my experience story about mobility

Thank You

I dont know anser for 14.

Not sure
It can be mentioned in the CV and is essential for a career.

Part of a work plan

Points in SIMAC

Erasmus+; recognized eligible partner organisations

It is a part of evaluation criteria

Erasmus

It is a requirement for the next staff election period and promotion

-

Staff evaluation process

-

Mobility periods are counted and taken into account for election to acaden

It is considered as a added value for CV when applying for specific positions

I don't know

The reports for accreditation

Staff mobility is done through 2 international projects, it is also fully financi

Taking into account when reviewing for a position.

Phyics

Special section in CV, recognized as staff training and qualification advance

Adds to the CV, additional points for PhD attestation
informal recognition

As professional development courses

Not for staff

Relaciones Internacionales

International or european doctorate.

Scientific productivity

My organization has programs for gap years, it also allows research stays as

Scores in subsequent mobilities and is valued by the Management, and cert

Promotion.

Certificates are issued at the end of the activity

recognizing your stay with a certificate as a merit.

They suggested us to participate
ANECA

I am not sure of the answer

ANECA

As a merit for academic promotion, not in salary.

annual performance evaluation

Points for mobilities in the evaluation process of the staff

Profesional recognition

it is included in the annual performance review

I don't know

idk

I don't know

I'm not aware of it

Not that I am aware of

Erasmus+

don't know

I DON'T KNOW

I don't know, but this option was not present in Q14

Information on mobility is presented in RTU Internet page ORTUS

It's mentioned during annual staff evaluation.

Recognized as a part of personnel annual strategic assessment

Erasmus department

I guess, information can be added in the additional "seminars and experien

Reporting

Don't really know

Maybe OLA?

Mobility activities are taken into account during academic elections

ORTUS CV

actually, I don't know

-

Modest

agreements with universities, internationalisation strategy, staff developm

by projects, country

EU funding available to sponsor mobility as a business trip

During assessment of performance of academic staff is one of the criteria.

Necessary amount points of development for application to staff place

It depends of type of mobility

(I don't know oops)

Everyone can participate.

Clause in CV system

in the election for the next term, this is a big plus

The Mobility Report is downloaded to the institute's website where provided

Honestly, didn't understand the question, but I think that RTU is doing ever

In fact I don't know

Mobility is recognized as one of the points for assessing the achievement of

We get a certificate with no value what so ever.

Points for PhD accreditation

I'm not sure

Planning

It is a criterion in the personal performance evaluation.

-

No idea

i don't know

It's still work, so if I did a good job, I'd assume I get a "good job." (?)

a positive aspect in the professional evaluation

it is promoted by our institution

good

Erasmus office

At periodic evaluation

Europass

Attestation result.

Teaching activities

a system is in place for mobility but not for recognizing it, as far as I know

It must have, but I don't know
No idea

Don't know
Supposedly Academic staff gets time off from lectures and practical work, k

Admit it, but that's all, without bonuses.

Erasmus+

In what way will your m Feedback - In what way Points - In what way wil If you chose other, pleas

Not recognized at all;

Part of my yearly work plan included in annual performance review ;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;

Part of my yearly work plan included in annual performance review ;

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Not recognized at all;

Part of my yearly work plan included in annual performance review ;

Other;Informal recognition by my management (head of department/unit, Not sure

Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye

Not recognized at all;

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Not recognized at all;

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Part of my yearly work plan included in annual performance review ;

Salary increase;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;

Not recognized at all; -

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye

Part of my yearly work plan included in annual performance review ;Salary increase;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Part of my yearly work plan included in annual performance review ;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;

Not recognized at all;

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Part of my yearly work plan included in annual performance review ;

Part of my yearly work plan included in annual performance review ;

Not recognized at all;

Other;	I dont know
Not recognized at all;	
Not recognized at all;	
Not recognized at all;	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Part of my yearly work plan included in annual performance review ;	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Part of my yearly work plan included in annual performance review ;Informal recognition by my man	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Not recognized at all;	
Other;	I'm not sure
Not recognized at all;	
Part of my yearly work plan included in annual performance review ;	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Part of my yearly work plan included in annual performance review ;Informal recognition by my man	
Informal recognition by my management (head of department/unit, dean, publishing my experience	
Not recognized at all;	
Not recognized at all;	
Not recognized at all;	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Not recognized at all;	
Part of my yearly work plan included in annual performance review ;	
Part of my yearly work plan included in annual performance review ;	
Not recognized at all;	
Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye	
Part of my yearly work plan included in annual performance review ;Informal recognition by my man	
Not recognized at all;	
Not recognized at all;	
Part of my yearly work plan included in annual performance review ;	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Not recognized at all;Informal recognition by my management (head of department/unit, dean, rector	
Salary increase;Part of my yearly work plan included in annual performance review ;	
Part of my yearly work plan included in annual performance review ;	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Not recognized at all;	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye	
Not recognized at all;	
Part of my yearly work plan included in annual performance review ;Informal recognition by my man	
Not recognized at all;	
Not recognized at all;	
Part of my yearly work plan included in annual performance review ;	
Other;	dont know
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Not recognized at all;	
Not recognized at all;	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Part of my yearly work plan included in annual performance review ;Informal recognition by my man	

Not recognized at all;

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Part of my yearly work plan included in annual performance review ;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;

Not recognized at all;

Not recognized at all;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, Part of my performance

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;

Not recognized at all;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Other;Part of my yearly work plan included in annual performance review ;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;

Not recognized at all;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Not recognized at all;

Salary increase;Part of my yearly work plan included in annual performance review ;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Part of my yearly work plan included in annual performance review ;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ; -

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Other; I don't know

Other;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Other; Actually, I am not inform

Part of my yearly work plan included in annual performance review ;

Part of my yearly work plan included in annual performance review ;

Not recognized at all;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Other; Taking into account wher

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Part of my yearly work plan included in annual performance review ;

Not recognized at all;

Part of my yearly work plan included in annual performance review ;

Not recognized at all;

Not recognized at all;

Part of my yearly work plan included in annual performance review ;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Other; do not know

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;

Part of my yearly work plan included in annual performance review ;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye

Part of my yearly work plan included in annual performance review ;

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);Not recogniz

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Salary increase;Informal recognition by my management (head of department/unit, dean, rector, etc

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

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Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

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Not recognized at all;

Part of my yearly work plan included in annual performance review ;

Part of my yearly work plan included in annual performance review ;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Not recognized at all;

Not recognized at all;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Not recognized at all;

Not recognized at all;

Not recognized at all;Informal recognition by my management (head of department/unit, dean, rector,

Not recognized at all;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Not recognized at all;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Not recognized at all;

Part of my yearly work plan included in annual performance review ;

Not recognized at all;

Not recognized at all;

Not recognized at all;

Not recognized at all;

Not recognized at all;

Not recognized at all;

Not recognized at all;

Not recognized at all;

Part of my yearly work plan included in annual performance review ;

Other; The recognition is made l

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Salary increase;

Other; Promotion.

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Salary increase;

Not recognized at all;

Not recognized at all;

Not recognized at all;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;

Other; There are no indications

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Not recognized at all;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye

Informal recognition by my management (head of department/unit, dean, rector, etc.);Not recognize

Other; I don't know how do the

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Part of my yearly work plan included in annual performance review ;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Not recognized at all;

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Not recognized at all;

Part of my yearly work plan included in annual performance review ;Salary increase;

Not recognized at all;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, salary recognition would

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Other; I don't know if will reconfi

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Not recognized at all;

Part of my yearly work plan included in annual performance review ;

Not recognized at all;

Part of my yearly work plan included in annual performance review ;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Part of my yearly work plan included in annual performance review ;

Not recognized at all;

Not recognized at all;

Not recognized at all;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Not recognized at all;

Not recognized at all;

Other; Promotion within the ins

Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Part of my yearly work plan included in annual performance review ;	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Other;	X
Not recognized at all;	
Part of my yearly work plan included in annual performance review ;Informal recognition by my man	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye	
Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Part of my yearly work plan included in annual performance review ;	
Not recognized at all;	
Part of my yearly work plan included in annual performance review ;Informal recognition by my man	
Part of my yearly work plan included in annual performance review ;	
Part of my yearly work plan included in annual performance review ;Informal recognition by my man	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye	
Not recognized at all;	
Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye	
Part of my yearly work plan included in annual performance review ;	
Part of my yearly work plan included in annual performance review ;	
Not recognized at all;	
Not recognized at all;	
Part of my yearly work plan included in annual performance review ;	
Salary increase;	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Part of my yearly work plan included in annual performance review ;Informal recognition by my man	
Not recognized at all;	
Not recognized at all;	
Informal recognition by my management (head of department/unit, dean, rector, etc.);Not recogniz	
Not recognized at all;	
Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye	
Other;	I don't know
Other;	suspect you would be see
Other;	idk
Other;	idk
Not recognized at all;	
Part of my yearly work plan included in annual performance review ;Informal recognition by my man	
Other;	I don't know
Not recognized at all;	
Other;	Don't look for specific re
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Not recognized at all;	
Not recognized at all;	
Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye	
Part of my yearly work plan included in annual performance review ;	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Other;	I have no idea

Not recognized at all;
Not recognized at all;
Part of my yearly work plan included in annual performance review ;
Not recognized at all;
Not recognized at all;
Part of my yearly work plan included in annual performance review ;
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Other; I don't know
Not recognized at all;
Not recognized at all;
Not recognized at all;
Not recognized at all;
Not recognized at all;
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Salary increase;
Other; don't know
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Part of my yearly work plan included in annual performance review ;
Not recognized at all;
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Other; I don't know, but this opt
Not recognized at all;
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Not recognized at all;
Not recognized at all;
Part of my yearly work plan included in annual performance review ;
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Not recognized at all;
Not recognized at all;
Part of my yearly work plan included in annual performance review ;
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Not recognized at all;
Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye
Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye
Not recognized at all;
Part of my yearly work plan included in annual performance review ;
Not recognized at all;
Part of my yearly work plan included in annual performance review ;Informal recognition by my man
Informal recognition by my management (head of department/unit, dean, rector, etc.);Not recogniz
Not recognized at all;
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Part of my yearly work plan included in annual performance review ;
Part of my yearly work plan included in annual performance review ;Informal recognition by my man
Not recognized at all;
Not recognized at all;
Part of my yearly work plan included in annual performance review ;

Part of my yearly work plan included in annual performance review ;

Part of my yearly work plan included in annual performance review ;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Other; Please check answer 15.

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);Salary increas

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Part of my yearly work plan included in annual performance review ;

Other; Some extra free days off

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Other; I do not understand the c

Salary increase;

Salary increase;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);Salary increas

Not recognized at all;

Not recognized at all;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Not recognized at all;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Other; -

Not recognized at all;

Other; I don't know.

Other; I don't know

Other; Little recognition

Not recognized at all;

Other; I can't answer this questi

Part of my yearly work plan included in annual performance review ;

Part of my yearly work plan included in annual performance review ;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Not recognized at all;

Not recognized at all;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Not recognized at all;

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Part of my yearly work plan included in annual performance review ;

Part of my yearly work plan included in annual performance review ;

Part of my yearly work plan included in annual performance review ;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Other; It's part of the job :)

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;Salary increase;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Part of my yearly work plan included in annual performance review ;

Part of my yearly work plan included in annual performance review ;

Not recognized at all;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye

Not recognized at all;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Salary increase;Part of my yearly work plan included in annual performance review ;

Not recognized at all;

Part of my yearly work plan included in annual performance review ;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Other; do not know

Not recognized at all;
Not recognized at all;
Other; atzīts tikai par direktoru i
Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye
Salary increase;Informal recognition by my management (head of department/unit, dean, rector, etc
Other; I really don't know.
Part of my yearly work plan included in annual performance review ;
Other; I don't know
Part of my yearly work plan included in annual performance review ;
Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye
Not recognized at all;
Informal recognition by my management (head of department/unit, dean, rector, etc.);Not recogniz
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Part of my yearly work plan included in annual performance review ;Informal recognition by my man
Part of my yearly work plan included in annual performance review ;Informal recognition by my man
Not recognized at all;
Not recognized at all;
Not recognized at all;
Not recognized at all;
Other;
Informal recognition by my management (head of department/unit, dean, rector, etc.);Salary increas
Part of my yearly work plan included in annual performance review ;
Not recognized at all;
Not recognized at all;
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Not recognized at all;
Part of my yearly work plan included in annual performance review ;
Part of my yearly work plan included in annual performance review ;Informal recognition by my man
Not recognized at all;
Other; I'm not sure
Part of my yearly work plan included in annual performance review ;
Not recognized at all;
Part of my yearly work plan included in annual performance review ;
Not recognized at all;
Not recognized at all;
Other; I cannot answer to this q
Not recognized at all;
Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Salary increase;Part of my yearly work plan included in annual performance review ;Informal recogni
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Part of my yearly work plan included in annual performance review ;
Not recognized at all; I am not aware of how it
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Salary increase;
Informal recognition by my management (head of department/unit, dean, rector, etc.);Not recogniz
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);
Not recognized at all;
Salary increase; Informal recognition by my management (head of department/unit, dean, rector, etc.)
Part of my yearly work plan included in annual performance review ; Informal recognition by my man
Other; i don't know
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Other; I have no clue
Not recognized at all;
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Part of my yearly work plan included in annual performance review ;
Not recognized at all;
Not recognized at all;
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Not recognized at all;
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Not recognized at all;
Not recognized at all;
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Not recognized at all;
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Part of my yearly work plan included in annual performance review ; Informal recognition by my man
Informal recognition by my management (head of department/unit, dean, rector, etc.); Not recognize
Not recognized at all;
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Part of my yearly work plan included in annual performance review ; Salary increase;
Informal recognition by my management (head of department/unit, dean, rector, etc.); Part of my ye
Part of my yearly work plan included in annual performance review ; Salary increase; Informal recogni
Salary increase; Part of my yearly work plan included in annual performance review ;
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Not recognized at all;
Not recognized at all;
Informal recognition by my management (head of department/unit, dean, rector, etc.);
Salary increase;
Not recognized at all;
Not recognized at all;
Not recognized at all;
Not recognized at all;
Not recognized at all;
Part of my yearly work plan included in annual performance review ;
Not recognized at all;
Not recognized at all;
Other; I do not expect from my
Part of my yearly work plan included in annual performance review ;
Other;
Not recognized at all;
Part of my yearly work plan included in annual performance review ;
Not recognized at all;
Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Not recognized at all;

Not recognized at all;

Not recognized at all;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Salary increase;

Not recognized at all;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Not recognized at all;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Other; part of sabbatical leave

Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye

Other; During the evaluation pro

Not recognized at all;

Not recognized at all;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Part of my yearly work plan included in annual performance review ;

Part of my yearly work plan included in annual performance review ;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Not recognized at all;

Part of my yearly work plan included in annual performance review ;

Not recognized at all;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Not recognized at all;

Part of my yearly work plan included in annual performance review ;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Salary increase;

Informal recognition by my management (head of department/unit, dean, rector, etc.);

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye

Part of my yearly work plan included in annual performance review ;

Part of my yearly work plan included in annual performance review ;Informal recognition by my man

Not recognized at all;

Not recognized at all;

Not recognized at all;

Not recognized at all;	
Not recognized at all;Other;	
Part of my yearly work plan included in annual performance review ;	
Part of my yearly work plan included in annual performance review ;	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Other;	I have no idea
Other;	No idea
Salary increase;	
Not recognized at all;	
Not recognized at all;	
Other;	Don't know
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Not recognized at all;	
Other;	The structural unit puts it
Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my ye	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Not recognized at all;Informal recognition by my management (head of department/unit, dean, rector,	
Not recognized at all;	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Not recognized at all;	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Not recognized at all;	
Not recognized at all;	
Informal recognition by my management (head of department/unit, dean, rector, etc.);	
Not recognized at all;	
Informal recognition by my management (head of department/unit, dean, rector, etc.);Not recognize	
Not recognized at all;	
Not recognized at all;	
Not recognized at all;	
Other;	
Not recognized at all;	
Other;	I do not have experience

Feedback - If you chose (Points - If you chose other If your university does n	Feedback - If your univer
	Yes
	Yes
	Yes
	Yes
agement (head of department/unit, dean, rector, Yes	Yes
agement (head of department/unit, dean, rector, etc.);	
early work plan included in annual performance rev No	
agement (head of department/unit, dean, rector, etc.);	
	No
	No
	Yes
early work plan included in annual performance review ;	
	Yes
agement (head of department/unit, dean, rector, No	
	Yes
agement (head of department/unit, dean, rector, No	
	Yes
	Yes
	Yes
	Yes
	No
	Yes
	Yes
	Yes
early work plan included in annual performance rev Yes	
	Yes
	Yes
	No
	Yes
	Yes
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	Yes
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	Yes
	Yes
	Yes
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agement (head of department/unit, dean, rector, No	
agement (head of department/unit, dean, rector, Yes	
	No
	Yes
	Yes

	No
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
agement (head of department/unit, dean, rector, Yes	Yes
	No
	Yes
	Yes
	Yes
agement (head of department/unit, dean, rector, Yes	Yes
e story about mobility	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
early work plan included in annual performance review ;	Yes
agement (head of department/unit, dean, rector, Yes	Yes
	Yes
	Yes
or, etc.);	Yes
	No
	Yes
	No
early work plan included in annual performance rev No	No
	Yes
agement (head of department/unit, dean, rector, Yes	Yes
	Yes
	Yes
	Yes
	No
	No
	Yes
	Yes
	No
agement (head of department/unit, dean, rector, etc.);	

	Yes
agement (head of department/unit, dean, rector, etc.);	
	Yes
agement (head of department/unit, dean, rector, Yes	
	Yes
	No
	Yes
	Yes
arly work plan included in annual performance rev	No
	Yes
	No
review in the six-years period	Yes
	Yes
	No
	Yes
	Yes
	No
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
agement (head of department/unit, dean, rector, Yes	
	Yes
	Yes
	No
	No
	Yes
agement (head of department/unit, dean, rector, Yes	
	Yes
	No
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes

	Yes
	Yes
	No
	Yes
	Yes
ed	Yes
	Yes
	Yes
	Yes
	No
	Yes
	Yes
agement (head of department/unit, dean, rector, etc.);	
	No
	No
	Yes
n reviewing for a position.	
agement (head of department/unit, dean, rector, etc.);	Yes
	Yes
	No
	Yes
	Yes
	Yes
	No
	Yes
	No
	Yes
early work plan included in annual performance review	Yes
agement (head of department/unit, dean, rector, etc.);	Yes
ed at all;	Yes
agement (head of department/unit, dean, rector, etc.);	
.);	
	Yes
	Yes
	Yes
	No
	No
	Yes
	Yes

	Yes
early work plan included in annual performance rev	No
	Yes
	Yes
	Yes
	No
	Yes
	Yes
	Yes
	No
	No
	Yes
	No
	No
	Yes
or, etc.);	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
by the government as part of the national staff ev	Yes
	Yes
early work plan included in annual performance rev	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
agement (head of department/unit, dean, rector,	Yes
	Yes
	Yes

	No
	Yes
	Yes
	Yes
	Yes
	Yes
	No
that mobility will be recognised in any way.	Yes
	Yes
	Yes
	No
	Yes
early work plan included in annual performance review	Yes
ed at all;	
institution recognized it	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
agement (head of department/unit, dean, rector, etc.);	
	Yes
	Yes
	Yes
	Yes
be necessary and professional qualifications.	No
	Yes
ize	Yes
agement (head of department/unit, dean, rector, etc.);	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	No
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	No
titution	Yes

	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
agement (head of department/unit, dean, rector, etc.);	Yes
	Yes
early work plan included in annual performance rev	Yes
early work plan included in annual performance review ;	Yes
	Yes
	Yes
	Yes
agement (head of department/unit, dean, rector, etc.);	Yes
	Yes
agement (head of department/unit, dean, rector, Yes	Yes
	Yes
early work plan included in annual performance rev	Yes
	Yes
early work plan included in annual performance rev	Yes
	No
	Yes
	Yes
	Yes
	Yes
	Yes
agement (head of department/unit, dean, rector, Yes	Yes
	Yes
	Yes
ed at all;	Yes
	Yes
early work plan included in annual performance rev	Yes
	Yes
en as a rogue means you'd better not to move.	Yes
	Yes
	No
agement (head of department/unit, dean, rector, etc.);Salary increase;	Yes
	No
cognition	No
	Yes
	No
early work plan included in annual performance rev	Yes
	Yes
	Yes
	Yes

	Yes
	Yes
	Yes
	No
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	No
	Yes
	Yes
	Yes
	Yes
	Yes
	No
	Yes
tion was not present in Q16	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	No
	Yes
	Yes
early work plan included in annual performance review ;	
early work plan included in annual performance rev	Yes
	No
	Yes
agement (head of department/unit, dean, rector, Yes	Yes
ed at all;	Yes
	Yes
	Yes
	No
agement (head of department/unit, dean, rector, etc.);	
	Yes
	Yes
	Yes

	Yes
	Yes
	Yes
early work plan included in annual performance review	No
	No
	Yes
management (head of department/unit, dean, rector, etc.);	
+ assumption, recognition strongly correlates with	Yes
	Yes
se;	Yes
	Yes
early work plan included in annual performance review	Yes
	Yes
	Yes
or financial support for taking part in this staff workshop	No
	Yes
question. We receive certification for the mobility	Yes
	Yes
	Yes
	Yes
se;	Yes
	Yes
	Yes
	Yes
early work plan included in annual performance review ;	
	Yes
early work plan included in annual performance review	Yes
	Yes
	Yes
	Yes
	Yes
management (head of department/unit, dean, rector, etc.);	Yes
	Yes
	Yes
	Yes
	Yes
management (head of department/unit, dean, rector, etc.);	Yes
	Yes
	No
	Yes
	Yes
	No
	Yes
	Yes
on because I've been working in my institution for a short time	

	Yes
	Yes
	Yes
	Yes
	Yes
Early work plan included in annual performance review ;	
	Yes
Management (head of department/unit, dean, rector, etc.);	
	Yes
	No
	Yes
Management (head of department/unit, dean, rector, etc.);	Yes
	Yes
	Yes
Management (head of department/unit, dean, rector, etc.);	Yes
	Yes
	Yes
	No
	No
	Yes
	No
	Yes
	Yes
	No
Early work plan included in annual performance review ;	No
	No
	Yes
	Yes
	Yes
Management (head of department/unit, dean, rector, etc.);	Yes
	Yes
	No
	Yes
Management (head of department/unit, dean, rector, etc.);	
Management (head of department/unit, dean, rector, etc.);	Yes
	No
	Yes
	Yes
	Yes
	Yes

	No
	Yes
mājdzīvniekiem	Yes
early work plan included in annual performance review ;	
.);	Yes
	Yes
	No
	Yes
early work plan included in annual performance review ;	
	Yes
ed at all;	
	Yes
agement (head of department/unit, dean, rector, etc.);	
agement (head of department/unit, dean, rector, etc.);	
	Yes
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	No
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se;	
	Yes
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	Yes
	No
agement (head of department/unit, dean, rector, etc.);	
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
uestion	Yes
	No
early work plan included in annual performance review ;	
	Yes
ition by my management (head of department/uni	Yes
	Yes
is recognized	Yes
	No
ed at all;	No
	Yes
	Yes
	Yes

	Yes
	Yes
Part of my yearly work plan included in annual performance review	Yes
Management (head of department/unit, dean, rector, etc.)	No
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	No
	No
	Yes
	Yes
	Yes
Management (head of department/unit, dean, rector, etc.)	Yes
considered at all;	Yes
	Yes
	Yes
Yearly work plan included in annual performance review	Yes
Approval by my management (head of department/unit, dean, rector, etc.)	Yes
	No
	Yes
	Yes
	Yes
	Yes
	No
	Yes
	Yes
	Yes
	Yes
	No
	Yes
	Yes
	Yes
Institution to recognize my mobility - I expect the institution to	No
	Yes
	Yes
	Yes
	No
	Yes

	Yes
	Yes
	No
	No
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	No
	No
	Yes
	No
	No
	Yes
	No
	No
	Yes
Management (head of department/unit, dean, rector, Yes	
Early work plan included in annual performance review ;	
Process	Yes
	Yes
	Yes
	No
	Yes
	Yes
	No
	Yes
Management (head of department/unit, dean, rector, Yes	
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	Yes
	No
Management (head of department/unit, dean, rector, Yes	
Early work plan included in annual performance rev	Yes
Management (head of department/unit, dean, rector, etc.);	
	Yes
	Yes
	Yes

Points - If your university	What type of recognition	Feedback - What type of	Points - What type of recognition
	Monetary bonuses		
	Added professional qualifications for career growth		
	Other		
	Added professional qualifications for career growth		
	Added professional qualifications for career growth		
	Added professional qualifications for career growth		
	Added professional qualifications for career growth		
	Added professional qualifications for career growth		
	Added professional qualifications for career growth		
	Monetary bonuses		
	Added professional qualifications for career growth		
	Added professional qualifications for career growth		
	Monetary bonuses		
	Other		
	Certificate issued		
	Added professional qualifications for career growth		
	Added professional qualifications for career growth		
	Added professional qualifications for career growth		
	Added professional qualifications for career growth		
	Added professional qualifications for career growth		
	Monetary bonuses		
	Added professional qualifications for career growth		
	Monetary bonuses		
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	Added professional qualifications for career growth		
	Certificate issued		
	Certificate issued		
	Added professional qualifications for career growth		
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	Added professional qualifications for career growth		
	Added professional qualifications for career growth		
	Added professional qualifications for career growth		
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	Monetary bonuses		
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	Monetary bonuses		
	Certificate issued		
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Monetary bonuses
Added professional qualifications for career growth

If you chose other, please Points - If you chose other Feedback - If you chose other

Part of my yearly work plan included in annual performance review

Monetary bonuses + some support for the activity in home institution during the mobility (e.g classes planned)

-

all above mentioned

All of the above

all mentioned answers

Nothing

-
All of the metioned above
Exchange of expertise, knowledge

Blank lined paper with 24 horizontal blue lines.

-

Interesting things to do.

Reducing the number of teaching hours to dedicate more time to research.
Monetary bonuses and added professional qualifications for career growth

Monetary bonuses, added professional qualifications for career growth.

Part of the annual work.

I'd like to do mobility even if it is not recognised, the problem is time

Alleviate other tasks.

Help to not delay my work

1 money 2 carrer, but initiative/profecy and carrer are dislinked at UTT.

Absolitley nothing

Just having the oppportunity for mobility

Combination of added professional qualifications and bonus

Part of my yearly work plan included in annual performance review

Only that the mobility will be well accepted by my superior et my workload will be reduced during the mobili

Teaching hours and/or monetary bonuses

Part of my yearly work plan

Why the mobility should be recognised? The outcomes of the visit are more important recognition.

Expand the experience

work promotion

all of the options given

i don't know

Monetary bonuses and Added professional qualifications for career growth

to implement new strategies and get info from other institutions about working procedures

timely paid expenses by Finance Department, less bureaucracy regarding mobility

I do not expect from my institution to recognize my mobility - I expect the mobility to increase my competen

contributing in projects / be involved

None

Not applicable

For experience

not to recognise, but to facilitate

I indicated that this recognition would not motivate me more...

Also, approval of leave for training purposes by the higher decision-making bodies of the University (e.g. CEC

work. Often managers do not encourage mobility at all despite is is written in the strategies.

Which EUt+ campus do you represent? RTU

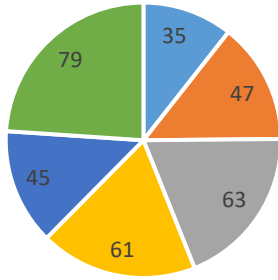
Row Labels	Count of What is your age range?
22-27	35
28-33	47
34-39	63
40-45	61
46-51	45
52<	79
Grand Total	330

Which EUt+ c
Count of Wh

ampus do you represent?

What is your age range?

Total



What is your age range?

- 22-27
- 28-33
- 34-39
- 40-45
- 46-51
- 52<

Which EUt+ campus do you represent?

Row Labels

Academic staff;

Academic staff;Administrative staff;

Academic staff;Administrative staff;Researcher;

Academic staff;Researcher;

Academic staff;Researcher;Administrative staff;

Administrative staff

Administrative staff;

Administrative staff;Academic staff;

Administrative staff;Academic staff;Researcher;

Administrative staff;Researcher;

Researcher;

Researcher;Academic staff;

Researcher;Academic staff;Administrative staff;

Researcher;Administrative staff;

Grand Total

RTU

Count of What is the type of your employment?

94

11

15

62

3

1

63

4

5

3

53

14

1

1

330

Which EUt+ campus do you represent? (All)

Row Labels	Count of Have you participated in staff mobility before?
No	298
Yes	383
Grand Total	681

Whic

Co

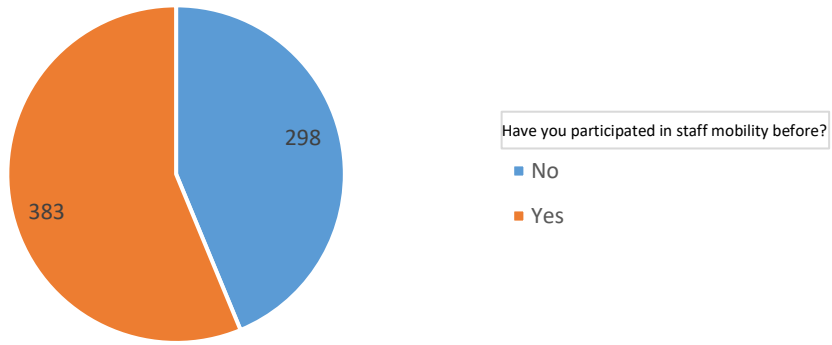
0

■ 0

■ 0

ch EUt+ campus do you represent?

Percent of Have you participated in staff mobility before?



Which EUt+ campus do you represent?

Row Labels

Blended Intensive Program (BIP);
Combined staff mobility for teaching and training;
Combined staff mobility for teaching and training;Other;
Combined staff mobility for teaching and training;Staff mobility for training;Staff mobility for teaching;
Other;
Other;Combined staff mobility for teaching and training;
Other;Staff mobility for teaching;
Other;Staff mobility for training;
Staff mobility for teaching;
Staff mobility for teaching;Blended Intensive Program (BIP);
Staff mobility for teaching;Combined staff mobility for teaching and training;
Staff mobility for teaching;Combined staff mobility for teaching and training;Staff mobility for training;
Staff mobility for teaching;Staff mobility for training;
Staff mobility for teaching;Staff mobility for training;Combined staff mobility for teaching and training;
Staff mobility for teaching;Staff mobility for training;Combined staff mobility for teaching and training;Other;
Staff mobility for training;
Staff mobility for training;Blended Intensive Program (BIP);
Staff mobility for training;Combined staff mobility for teaching and training;
Staff mobility for training;Other;
Staff mobility for training;Staff mobility for teaching;
Staff mobility for training;Staff mobility for teaching;Blended Intensive Program (BIP);
(blank)

Grand Total

Count of If yes, what type of activity did you participate in?

1
12
1
1
21
1
1
1
38
1
4
1
19
6
1
78
2
2
8
1
1

Which EU+ campus do you represent?

Row Labels

Bilateral-agreement;
Bilateral-agreement;Within European Union (EU);
Bilateral-agreement;Within European Union (EU);Outside EU;
EUt+;
EUt+;Bilateral-agreement;
EUt+;Bilateral-agreement;Within European Union (EU);
EUt+;Bilateral-agreement;Within European Union (EU);Outside EU;
EUt+;Outside EU;
EUt+;Within European Union (EU);
EUt+;Within European Union (EU);Bilateral-agreement;
EUt+;Within European Union (EU);Outside EU;
Outside EU;
Outside EU;Within European Union (EU);
Outside EU;Within European Union (EU);EUt+;
Within European Union (EU);
Within European Union (EU);Bilateral-agreement;
Within European Union (EU);Bilateral-agreement;Outside EU;
Within European Union (EU);EUt+;
Within European Union (EU);Outside EU;
Within European Union (EU);Outside EU;Bilateral-agreement;
Within European Union (EU);Outside EU;EUt+;
(blank)

Grand Total

Count of In what capacity did your mobility take place?

2
2
1
34
3
2
2
5
5
1
3
12
3
1
97
5
3
2
21
1
1

Which EUT+ campus do you represent? (All)

Row Labels	Count of Are you interested in staff mobility?
No	46
Yes	635
Grand Total	681

0

■ 0

■ 0

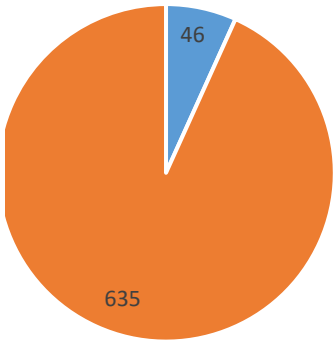
Which EUT+ campus

Count of Are yo



mpus do you represent?

ou interested in staff mobility?



Are you interested in staff mobility?

- No
- Yes

Which EUt+ campus do you represent?

Row Labels

A way to increase your competences;
A way to increase your competences;An activity to break up routine;
A way to increase your competences;An activity to break up routine;As a professional development opportuni
A way to increase your competences;An activity to break up routine;As a professional development opportuni
A way to increase your competences;An activity to break up routine;Other;
A way to increase your competences;As a professional development opportunity;
A way to increase your competences;As a professional development opportunity;An activity to break up routi
A way to increase your competences;As a professional development opportunity;An activity to break up routi
A way to increase your competences;As a professional development opportunity;Other;
An activity to break up routine;
An activity to break up routine;A way to increase your competences;
An activity to break up routine;A way to increase your competences;As a professional development opportuni
An activity to break up routine;A way to increase your competences;As a professional development opportuni
An activity to break up routine;A way to increase your competences;Other;
An activity to break up routine;As a professional development opportunity;
An activity to break up routine;As a professional development opportunity;A way to increase your competenc
An activity to break up routine;Other;A way to increase your competences;
As a professional development opportunity;
As a professional development opportunity;A way to increase your competences;
As a professional development opportunity;A way to increase your competences;An activity to break up routi
As a professional development opportunity;An activity to break up routine;
As a professional development opportunity;An activity to break up routine;A way to increase your competenc
As a professional development opportunity;An activity to break up routine;Other;
As a professional development opportunity;Other;
(blank)

Grand Total

Count of If yes, do you consider mobility as one of the following? (you may choose more than one option)

15
2
8
1
1
84
21
2
4
4
7
75
12
1
9
4
1
16
15
13
1
7
1
1

Which EUt+ campus do you represent?

Row Labels

A possibility to make new connections and to develop collaborations between institutes and universities
A way to cement collaboration with other institutions
as a way to improve my English skills
By exchanging experiences, sometimes it helps to generate new ideas
Communication with colleagues; new cultural and travel experience
Directly contributing to results of my work, like development of joint projects
Establish contacts for future cooperation and joint research
Financial support
get rest from the routine
I didnot attend any activity before
Improve cooperation activities with partners and develop new projects
Industry training
Language barriers
Meet partners in person, who are connected with me in daily work.
Networking, experience exchange
Networking, joint project preparation
New ideas for development
new research & innovation project development
Possibility to build a wider network
Preparation of a project proposal
Share and gain new knowledge
teaching
Teaching activity, improvement of teaching skills. Topic presentation.
To arrange a meeting with potential partners in order to elaborate a project proposal
To see how colleagues from other countries work with same situations, problems. What are their solutions an
a way to exchange ideas, approaches, etc.; to approbate the developed tools, methods, models, etc.
(blank)

Grand Total

d to see if we can implement something in our daily work, to make it better.

Which EUt+ campus do you represent?

Row Labels

Financial problems;

Financial problems;Language barriers ;

Financial problems;Other;

Financial problems;This activity is not recognized by my institution ;

Financial problems;This activity is not recognized by my institution ;Other;

Language barriers ;

Language barriers ;Financial problems;

Language barriers ;Other;This activity is not recognized by my institution ;Financial problems;

Language barriers ;This activity is not recognized by my institution ;

Other;

Other;Financial problems;

This activity is not recognized by my institution ;

This activity is not recognized by my institution ;Financial problems;

This activity is not recognized by my institution ;Other;

(blank)

Grand Total

Count of If no, what are the obstacles you face for not participating in staff mobility?

38
2
5
1
1
11
8
1
2
40
2
9
5
1

Which EUT+ campus do you represent?

Row Labels

-
able for travel with family only
academic lecture schedule makes participation complicated
busy in another job
Busy schedual
Can't find time for that between lectures.
COVID restrictions
Even though I'm young, I dislike change in my surroundings/workplace
Everything was good.
Extra time
Family and small kids
Family situation, there is no one to look after the child in my abscence
Free time problems
hard to find time
haven't actively following opportunities
Health problems
Hven't yet had the opportunity present itself.
I do not know how to partake in staff mobility.
I do not understand how to participate on a practical level, e.g., what happens to my ongoing projects, do I ne
I don't have a complete idea of what it is staff mobility
I don't see a good reason to do it.
I think my work responsibilities are such that mobility does not apply to me
It's not that I can't participate in it or that there are obstacles I know of, but I simply do not have the desire for
lack of information about mobility opportunities and small director support to go on mobility
Lack of time
Many responsibilities to deal with and can't afford to interrupt them for mobility.
n/a
No interest
No obstacles
Not enough free time
overload in work
Personal obstacles
Quite huge work load
Retirement is close; family problems
small children at home
Sometimes due to the workload it is hard to plan a mobility during the semester.
The reason might seem funny, but I don't know how to fill the documents correctly, and I have no advice.
the specifics of work do not allow you to break away from work
time, lack of staff to replace my absence
To go on the mobility program you need to have enough savings and free time.
too much work
Work load in the office
(blank)

Grand Total

ed to sign another employment contract etc.

it at the moment.

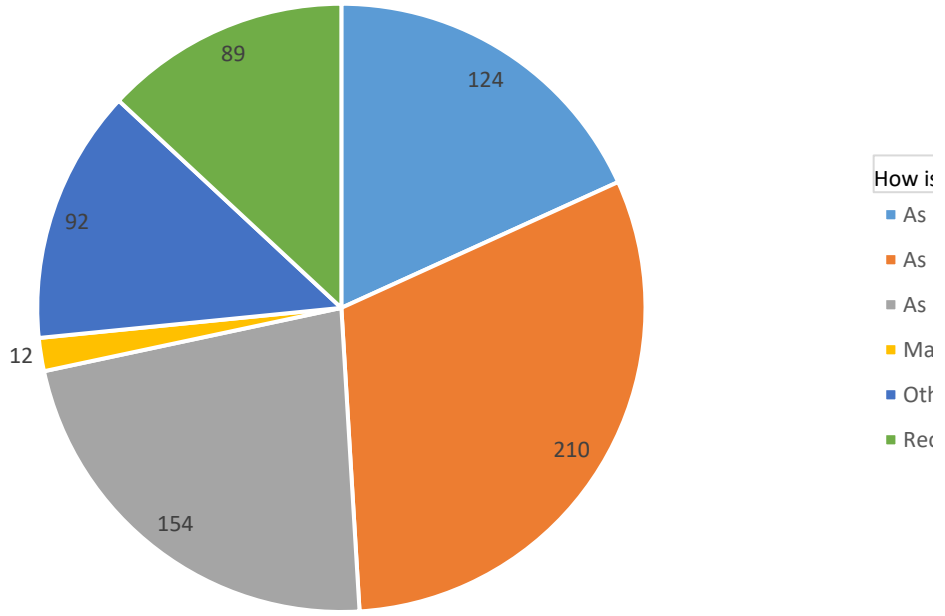
Which EUt+ campus do you represent? (All)

Row Labels	Count of How is staff mobility encouraged at your institution
As part of staff development	124
As part of the internationalization strategy	210
As part of the overall strategy	154
Mandatory part of career development	12
Other	92
Recommended by management	89
Grand Total	681

Which EUt+ campus do you represent?

Count of How is staff mobility encouraged at your institution?

Total



Is staff mobility encouraged at your institution?

part of staff development

part of the internationalization strategy

part of the overall strategy

mandatory part of career development

never

commended by management

Which EUT+ campus do you represent?

Row Labels

Actually when I went for staff mobility I got negative feedback after it which ruined the overall experience. The also staff development

As part of bonus

Bureaucratic and dependent on the favor of the direct manager.

Currently I have noticed just general posts in homepage. My management has not encouraged it.

Dont know

don't know

have not heard about mobility options

Have not seen large staff mobility encouragements at my institution

I do not know if it is encouraged in any way at all, I have not noticed that.

I do not know.

I do not see how it is recognized at all

I don't know

I don't know.

I have had a zero offer or experience in mobility at my workplace

I have only been working here (in RTU) for two months

I know about them but it's up to myself to look for them.

I'm not sure

In practice the only aspect influencing it is information published in RTU internal site on mobility options available

it depends on personal initiative

It is encouraged in RTU, but not in the department I'm working at.

Message in intranet

no information about it at all

None of above mentioned

Not encouraged

not for administrative staff

not mentioned much

Not sure

Not sure.

Optional for academic staff

prēmija, kas piešķirta direktoru mājdzīvniekiem

Some information is available, if the employee shows personal initiative, he/she can participate. Not assigned

Staff mobility is not encouraged

Staff mobility is not encouraged for the all of the staff equally. It seems that administrative staff gets more encouraged

There is no encouragement

through research projects

We do not have staff mobility encouraged at our department

о время войны это единственный способ преподавателю получить помощь в проведении занятий

(blank)

Grand Total

the response from my supervisors was that I chose not so good University, that there was no point in such mot

able, also Erasmus+ staff mobility financing helps. Strategies are basically on paper.

or enforced.

ouragement and opportunities to do it than others.

ility and that due to my absence the work was not done in time. And that was the first time I partici

ipated in staff mobility and I really liked the activities organized by partner University and I gained a

lot of new knowledge and experience, but that negative feedback has demotivated me to go for anc

other mobility but I do hope to participate in such staff mobility opportunities in future.

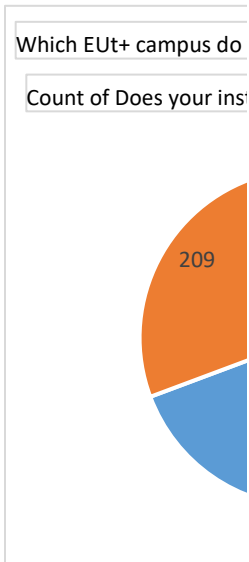
Which EUt+ campus do you represent?

Row Labels

No

Yes

Grand Total



(All)

Count of Does your institution have a system in place for recognizing mobility?

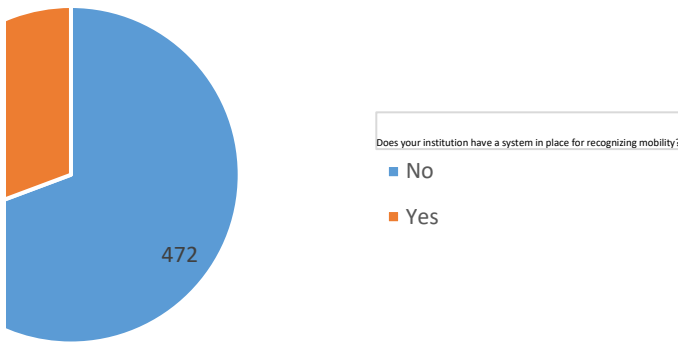
472

209

681

you represent?

stitution have a system in place for recognizing mobility?



0

■ 0

■ 0

Which EUt+ campus do you represent?

Row Labels

-

(I don't know oops)

?

a positive aspect in the professional evaluation

actually, I don't know

Adds to the CV, additional points for PhD attestation

Admit it, but that's all, without bonuses.

agreements with universities, internationalisation strategy, staff development, etc.

As professional development courses

At periodic evaluation

by projects, country

Clause in CV system

dhdshf

don't know

Don't really know

During assessment of performance of academic staff is one of the criteria.

Erasmus

Erasmus department

Erasmus+

Erasmus+; recognized eligible partner organisations

EU funding available to sponsor mobility as a business trip

Europass

Everyone can participate.

High performance review

Honestly, didn't understand the question, but I think that RTU is doing everything right

I don't know

I dont know anser for 14.

I dont know.

I guess, information can be added in the additional "seminars and experiences field"

I'm not sure

in the election for the next term, this is a big plus

informal recognition

Information on mobility is presented in RTU Internet page ORTUS

It can be mentioned in the CV and is essential for a career.

It depends of type of mobility

It is a criterion in the personal performance evaluation.

It is a part of evaluation criteria

It is a requirement for the next staff election period and promotion

It is considered as a added value for CV when applying for specific positions in Academia

It's mentioned during annual staff evaluation.

It's still work, so if I did a good job, I'd assume I get a "good job." (?)

Maybe OLA?

Mobility activities are taken into account during academic elections

Mobility is recognized as one of the points for assessing the achievement of employees.

Mobility periods are counted and taken into account for election to academic posts

Modest

Necessary amount points of development for application to staff place

Not sure

ORTUS CV

Part of a work plan

Phyics

Planning

Points for PhD accreditation

publishing my experience story about mobility

Recognized as a part of personnel annual strategic assessment

Reporting

Some information in CV. Benefits working with foreign students.

Special section in CV, recognized as staff training and qualification advancement

Staff evaluation process

Staff mobility is done through 2 international projects, it is also fully financially covered, thus after returning it

Supposedly Academic staff gets time off from lectures and practical work, but that is not widely accepted or ei

Taking into account when reviewing for a position.

Thank You

The Mobility Report is downloaded to the institute's website where provided work done of the summary.

The reports for accreditation

They suggested us to participate

We get a certificate with no value what so ever.

(blank)

Grand Total

is mandatory to publish high impact articles.

Which EUt+ campus do you represent?

Row Labels

Informal recognition by my management (head of department/unit, dean, rector, etc.);
Informal recognition by my management (head of department/unit, dean, rector, etc.);Not recognized at all;
Informal recognition by my management (head of department/unit, dean, rector, etc.);Other;
Informal recognition by my management (head of department/unit, dean, rector, etc.);Part of my yearly work
Informal recognition by my management (head of department/unit, dean, rector, etc.);Salary increase;
Not recognized at all;
Not recognized at all;Informal recognition by my management (head of department/unit, dean, rector, etc.);
Other;
Other;Part of my yearly work plan included in annual performance review ;
Part of my yearly work plan included in annual performance review ;
Part of my yearly work plan included in annual performance review ;Informal recognition by my management
Part of my yearly work plan included in annual performance review ;Informal recognition by my management
Part of my yearly work plan included in annual performance review ;Salary increase;
Salary increase;
Salary increase;Informal recognition by my management (head of department/unit, dean, rector, etc.);
Salary increase;Part of my yearly work plan included in annual performance review ;
Salary increase;Part of my yearly work plan included in annual performance review ;Informal recognition by m

Grand Total

Count of In what way will your mobility be recognized by your institution? (Multiple answers are possible)

86
2
2
15
3
101
1
29
1
48
27
4
1
4
2
3
1

Which EUt+ campus do you represent?

Row Labels

-
i don't know
Actually, I am not informed
atzīts tikai par direktoru mājdzīvniekiem
do not know
dont know
don't know
I am not aware of how it is recognized
I cannot answer to this question
I can't answer this question because I've been working in my institution for a short time
I do not have experience for answer
I do not understand the question. We receive certification for the mobility from the host university/company I
I dont know
I don't know
I don't know.
I have no clue
I really don't know.
I'm not sure
It's part of the job :)
Little recognition
Part of my performance review in the six-years period
Please check answer 15. + assumption, recognition strongly corelates with position
publishing my experience story about mobility
Some extra free days off or financial support for taking part in this staff week.
Taking into account when reviewing for a position.
The structural unit puts it as a bonus in its annual reports, but the mobility provider does not get a higher salary
(blank)

Grand Total

out that is all.

ry from it.

Which EUt+ campus do you represent?

Row Labels

No

Yes

(blank)

Grand Total

Which EUt+
Count of If you

Count of If your university does not recognize mobility, would such recognition motivate you more to partic

47

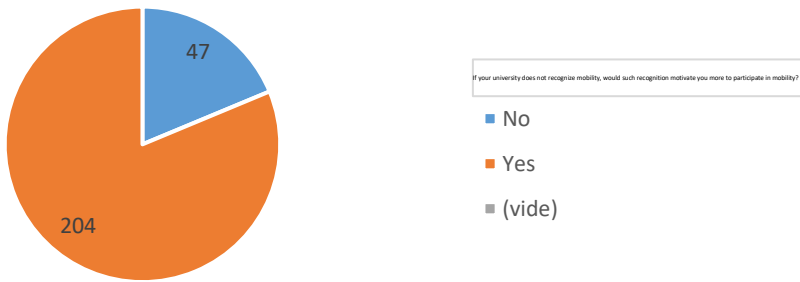
204

251

campus do you represent?

ur university does not recognize mobility, would such recognition motivate you more to participate in mobility?

Total



ate in mobility?

0

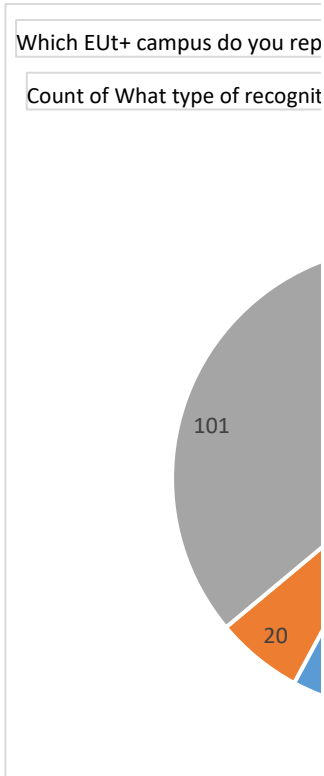


Which EUT+ campus do you represent?

Row Labels

- Added professional qualifications for career growth
- Certificate issued
- Monetary bonuses
- Other

Grand Total



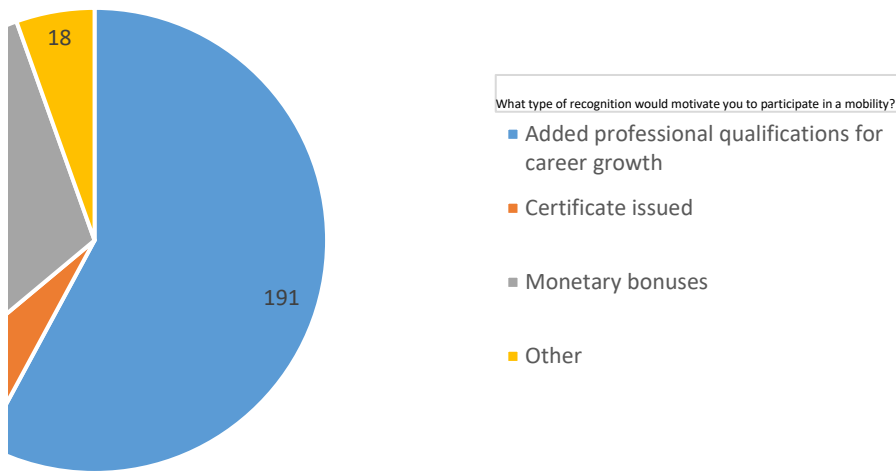
Count of What type of recognition would motivate you to participate in a mobility?

191
20
101
18
330

present?

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

Total



Which EUt+ campus do you represent?

Row Labels

-
all above mentioned
all mentioned answers
All of the above
All of the metioned above
all of the options given
At RTU it very much depends on department manager. Sometimes it is seen on the contrary - as time not to w
Exchange of expertise, knowledge
Expand the experience
General endorsment from my manager
i don't know
Interesting things to do.
Monetary bonuses and Added professional qualifications for career growth
Nothing
The basic salary should be around 3k eur to start thinking about such mobility questions
Why the mobility should be recognised? The outcomes of the visit are more important recognition.
work promotion
(blank)

Grand Total

ork. Often managers do not encourage mobility at all despite is is written in the strategies.

Which EU+ campus you represent:		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	TU Dublin	1	0,8	0,8	0,8
	H1, DA, Gesamt	131	99,2	99,2	100,0

What is your age:		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	22-27	3	2,3	2,3	2,3
	28-33	16	11,4	11,4	13,6
	34-39	11	8,3	8,3	20,0
	40-45	27	20,5	20,5	42,4
	46-51	33	17,4	17,4	59,8
	≥ 52	53	40,2	40,2	100,0
Gesamt		132	100,0	100,0	

What is the type of your employment? (you may choose more than one option): Academic staff		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	00	37	43,2	43,2	43,2
	Academic staff	75	56,8	56,8	100,0
Gesamt		132	100,0	100,0	

What is the type of your employment? (you may choose more than one option): Administrative staff		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	00	73	55,3	55,3	55,3
	Administrative staff	59	44,7	44,7	100,0
Gesamt		132	100,0	100,0	

What is the type of your employment? (you may choose more than one option): Researcher		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	00	114	86,4	86,4	86,4
	Researcher	18	13,6	13,6	100,0
Gesamt		132	100,0	100,0	

Have you participated in staff mobility before?		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	Yes	33	25,0	25,0	25,0
	No	99	75,0	75,0	100,0
Gesamt		132	100,0	100,0	

If yes, what type of activity did you participate in? (you may choose more than one option): Staff mobility for teaching		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	00	20	15,2	20,0	20,0
	Staff mobility for teaching	13	9,8	39,4	100,0
Gesamt		33	25,0	100,0	

If yes, what type of activity did you participate in? (you may choose more than one option): Staff mobility for training		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	00	14	10,6	42,4	42,4
	Staff mobility for training	19	14,4	57,6	100,0
Gesamt		33	25,0	100,0	

If yes, what type of activity did you participate in? (you may choose more than one option): Combined staff mobility for teaching & training		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	00	31	23,5	93,9	93,9
	Combined staff mobility for teaching & training	2	1,5	6,1	100,0
Gesamt		33	25,0	100,0	

If yes, what type of activity did you participate in? (you may choose more than one option): BP (Blended Intensive Programme)		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	00	31	23,5	43,0	43,0
	BP (Blended Intensive Programme)	2	1,5	6,1	100,0
Gesamt		33	25,0	100,0	

Was this mobility to one of the EU+ partner universities?		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	Yes	9	6,8	27,3	27,3
	No	24	18,2	72,7	100,0
Gesamt		33	25,0	100,0	

Are you interested in staff mobility?		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	Yes	119	90,2	90,2	90,2
	No	13	9,8	9,8	100,0
Gesamt		132	100,0	100,0	

If yes, do you consider mobility as one of the following? (you may choose more than one option): an activity to break up routine		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	00	46	34,8	38,7	38,7
	an activity to break up routine	73	55,3	61,3	100,0
Gesamt		119	90,2	100,0	

If yes, do you consider mobility as one of the following? (you may choose more than one option): a way to increase your competences		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	00	119	100,0	100,0	100,0
	a way to increase your competences	100	75,0	84,0	100,0
Gesamt		119	90,2	100,0	

If yes, do you consider mobility as one of the following? (you may choose more than one option): as a professional development opportunity		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	00	27	20,2	21,1	21,1
	as a professional development opportunity	82	62,1	68,9	100,0
Gesamt		119	90,2	100,0	

If yes, do you consider mobility as one of the following? (you may choose more than one option): Other, please specify:		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	00	28	21,2	23,5	23,5
	Other, please specify:	91	68,8	76,5	100,0
Gesamt		119	90,2	100,0	

If no, what are the obstacles you face for not participating in staff mobility? (you may choose more than one option): Language barriers		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	00	10	7,5	28,0	28,0
	Language barriers	3	2,3	23,1	100,0
Gesamt		13	9,8	100,0	

If no, what are the obstacles you face for not participating in staff mobility? (you may choose more than one option): This activity is not recognized by your institution		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	00	11	8,3	84,8	84,8
	This activity is not recognized by your institution	7	5,3	54,4	100,0
Gesamt		18	13,6	100,0	

If no, what are the obstacles you face for not participating in staff mobility? (you may choose more than one option): Financial problems		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	00	13	9,8	100,0	100,0
	Financial problems	119	90,2	90,2	100,0
Gesamt		132	100,0	100,0	

If no, what are the obstacles you face for not participating in staff mobility? (you may choose more than one option): Other, please specify:		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	00	6	4,6	38,6	38,6
	Other, please specify:	8	6,1	61,6	100,0
Gesamt		14	10,6	100,0	

Other, please specify:		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	Family issues	126	94,7	94,7	94,7
	Family, dual career, children's education	1	0,8	0,8	95,5
	Missing time	1	0,8	0,8	96,2
	Mobility is typically intended for one semester, but I do not want to leave home for more than about 2 - 3 weeks.	1	0,8	0,8	97,0
	time constraint	1	0,8	0,8	98,5
	to busy with projects and teaching	1	0,8	0,8	99,2
	zu less time for a lot of stuff to manage	1	0,8	0,8	100,0
Gesamt		132	100,0	100,0	

How is staff mobility encouraged at your institution?		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	00	126	94,7	94,7	94,7
	Family issues	1	0,8	0,8	95,5
	Family, dual career, children's education	1	0,8	0,8	96,2
	Missing time	1	0,8	0,8	97,0
	Mobility is typically intended for one semester, but I do not want to leave home for more than about 2 - 3 weeks.	1	0,8	0,8	97,7
	time constraint	1	0,8	0,8	98,5
	to busy with projects and teaching	1	0,8	0,8	99,2
	zu less time for a lot of stuff to manage	1	0,8	0,8	100,0
Gesamt		132	100,0	100,0	

How is staff mobility encouraged at your institution?		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	00	126	94,7	94,7	94,7
	Family issues	1	0,8	0,8	95,5
	Family, dual career, children's education	1	0,8	0,8	96,2
	Missing time	1	0,8	0,8	97,0
	Mobility is typically intended for one semester, but I do not want to leave home for more than about 2 - 3 weeks.	1	0,8	0,8	97,7
	time constraint	1	0,8	0,8	98,5
	to busy with projects and teaching	1	0,8	0,8	99,2
	zu less time for a lot of stuff to manage	1	0,8	0,8	100,0
Gesamt		132	100,0	100,0	

How is staff mobility encouraged at your institution?		Häufigkeit	Prozent	Gültige Prozente	Kumulierte Prozente
Gültig	00	126	94,7	94,7	94,7
	Family issues	1	0,8	0,8	95,5
	Family, dual career, children's education	1	0,8	0,8	96,2
	Missing time	1	0,8	0,8	97,0
	Mobility is typically intended for one semester, but I do not want to leave home for more than about 2 - 3 weeks.	1	0,8	0,8	97,7
	time constraint	1	0,8	0,8	98,5
	to busy with projects and teaching	1	0,8	0,8	99,2
	zu less time for a lot of stuff to manage	1	0,8	0,8	100,0
Gesamt		132	100,0	100,0	

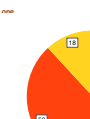
Which EU+ campus you represent:



What is your age:



What is the type of your employment? (you may choose more than one option): Academic staff



Have you participated in staff mobility before?



If yes, what type of activity did you participate in?: Staff mobility for teaching, training or combined?



If yes, what type of activity did you participate in?: BP (Blended Intensive Programme)



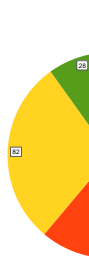
Was this mobility to one of the EU+ partner universities?



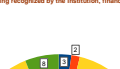
Are you interested in staff mobility?



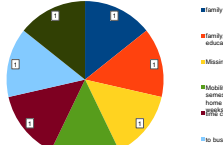
If yes, do you consider mobility as one of the following? (activity to break up routine, a way to increase your competences, as a professional development opportunity, other)



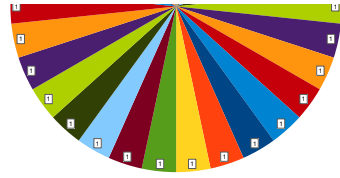
If no, what are the obstacles you face for not participating in staff mobility? (you may choose more than one option): Language barriers



Other specification:



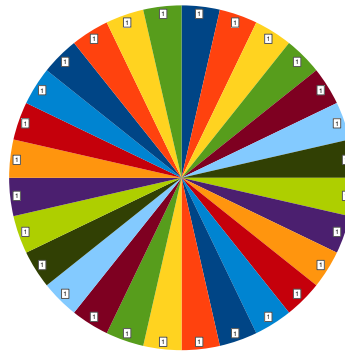
part of my work, not as an extra burden/my private interest	1	0,8	0,8	90,9
participation with colleagues / preparation	1	0,8	0,8	91,7
Personally, I don't care. I am rather self-motivated and see the benefit for my personal development	1	0,8	0,8	92,4
Reduced teaching load	1	0,8	0,8	93,2
reduced teaching workload at home university	1	0,8	0,8	93,9
Reduction of my teaching duties/SWS	1	0,8	0,8	94,7
reduction of teaching obligation at home university, participation in language classes, participation in classes about the partner's country culture...	1	0,8	0,8	95,5
Relief through reduction of teaching load	1	0,8	0,8	96,2
research collaboration, exchange of qualified students in research projects	1	0,8	0,8	97,0
take care of my children's education in an international school, compensate my spouse's higher income	1	0,8	0,8	97,7
to find the time to go abroad is critical	1	0,8	0,8	98,5
When I give a lecture at some other university this is work and I have to do the rest of my normal work. Sorry, that's no deal!	1	0,8	0,8	99,2
would be great to receive SWS for teaching abroad	1	0,8	0,8	100,0
Gesamt	132	100,0	100,0	



- None. As said before, I do not want to leave home for more than 2-3 weeks.
- part of my work, not as an extra burden/my private interest
- participation with colleagues / preparation
- Personally, I don't care. I am rather self-motivated and see the benefit for my personal development
- Reduced teaching load
- reduced teaching workload at home university
- Reduction of my teaching duties/SWS
- reduction of teaching obligation at home university, participation in language classes, participation in classes about the partner's country culture...
- Relief through reduction of teaching load
- research collaboration, exchange of qualified students in research projects
- take care of my children's education in an international school, compensate my spouse's higher income
- to find the time to go abroad is critical
- When I give a lecture at some other university this is work and I have to do this on top of my normal work. Sorry, that's no deal!
- would be great to receive SWS for teaching abroad

Other, please specify:				
	Häufigkeit	Prozent	Ökolog. Prozente	Kumulierte Prozente
Gültig	104	78,8	78,8	78,8
A means to foster and strengthen cooperation	1	0,8	0,8	79,6
a way to further develop h_da	1	0,8	0,8	80,3
a way to get more intercultural knowledge	1	0,8	0,8	81,1
a way to improve also my language skills and intercultural competences	1	0,8	0,8	81,8
a way to increase my foreign language skills and to connect with foreign cultures	1	0,8	0,8	82,6
a way to reflect own routines	1	0,8	0,8	83,3
broaden my horizons	1	0,8	0,8	84,1
broaden network and strengthen collaboration	1	0,8	0,8	84,8
Continue cooperations with colleagues abroad	1	0,8	0,8	85,6
EUT+ mobility is not only a opportunity for development - it is also necessary too connect with the international partners	1	0,8	0,8	86,4
Get to know new partners for student exchange, research activities	1	0,8	0,8	87,1
get to know other teaching methodologies, get to know other teaching and evaluation standards, learn about the academic and creative capabilities and skills of students from other countries.	1	0,8	0,8	87,9
getting a new perspective (how do they do it differently?)	1	0,8	0,8	88,6
improving language skills	1	0,8	0,8	89,4
internationalization of partnership	1	0,8	0,8	90,2
internationalization of scientific collaboration	1	0,8	0,8	90,9
intensity research collaboration	1	0,8	0,8	91,7
Learning more about Living and Working in other european countries	1	0,8	0,8	92,4
Networking with colleagues	1	0,8	0,8	93,2
new experiences, broaden horizon, learn/practice new language	1	0,8	0,8	93,9
Openness for other cultures	1	0,8	0,8	94,7
opportunity to get new ideas and develop ones professional network	1	0,8	0,8	95,5
Teaching in other contexts	1	0,8	0,8	96,2
to bring the students internationally together and raise awareness and understanding for other cultures	1	0,8	0,8	97,0
to improve my English	1	0,8	0,8	97,7
to learn about different cultures and make friends abroad	1	0,8	0,8	98,5
To network internationally	1	0,8	0,8	99,2
to see how others handle things/ to network/ learn with others	1	0,8	0,8	100,0
Gesamt	132	100,0	100,0	

Other specification:



- A means to foster and strengthen cooperation
- a way to further develop h_da
- a way to get more intercultural knowledge
- a way to improve also my language skills and intercultural competences
- a way to increase my foreign language skills and to connect with foreign cultures
- a way to reflect own routines
- broaden my horizons
- broaden network and strengthen collaboration
- Continue cooperations with colleagues abroad
- EUT+ mobility is not only a opportunity for development- it is also necessary too connect with the international partners
- Get to know new partners for student exchange, research activities
- get to know other teaching methodologies, get to know other teaching and evaluation standards, learn about the academic and creative capabilities and skills of students from other countries.
- getting a new perspective (how do they do it differently?)
- improving language skills
- internationalization of partnership
- internationalization of scientific collaboration
- intensity research collaboration
- Learning more about Living and Working in other european countries
- Networking with colleagues
- new experiences, broaden horizon, learn/practice new language
- Openness for other cultures
- opportunity to get new ideas and develop ones professional network
- Teaching in other contexts
- to bring the students internationally together and raise awareness and understanding for other cultures
- to improve my English
- to learn about different cultures and make friends abroad
- to network internationally
- to see how others handle things/ to exchange ideas with others

Instructions



Biggest learnings today

9 responses

Challenges depending from which country students / staff are coming or going for mobility depending on the country's regulations

The campus tour was really interesting and we the presentation of exchange programs

Everything was interesting and useful

Very interesting and helpful presentations. And i like the campus tour

The most beneficial parte of today's meeting was learning about the problems that the RTU faces regarding the payments of the incoming and outgoing students and staff

La présentation sur les différentes mobilités ont permis de mieux comprendre les problématiques rencontrées.

Mobility possibilities

We started talking about BIP's at UTT in the framework of EUt+, so the viewpoint presented was very interesting. The difficulties in applying national/EU financial rules on mobility were instructive.

As I have not been involved in organising mobilities this gave a ver y good overview and understanding the challenges that need to b addressed



9



Biggest challenges you face with these projects

Please share with us in short, what are the biggest challenges you face with these projects



Instructions



Biggest learnings today

5 responses

the technical presentation of the speakers allowed a better understanding of the expectations of the project responses.

Funding regulations within MS-programme

Information on the different calls and corresponding funding models , information and guidance available online, along with reporting deliverables and structures online. Thank you

Interesting to explain each scheme separately and the different grants awarded. It was good to see the portal and the options as this is normally done by researchers and this will assist with budget.

The practical vision provided by the speakers from the Latvian Science Council enabled us to better understand the construction of responses to European MSCA calls for projects.



5



Biggest challenges you face with these projects

6 responses

Have not worked with these projects before so I still have to gain this knowledge

I have not yet faced a big challenge so far.

Convincing researchers to respond, national funding is sometimes easier to obtain, understanding precisely what the EU expects, agreeing with partners about financial aspects.

There is no scope for any nationally agreed pay increases as the salary is set for the period of the grant.

To have better trained staff on the expectations of Europe and to convince researchers to respond to calls for projects

Apportioning costs to the project after the effect with actual costs , something trying to get information from partners



6

Instructions

Biggest learnings today

13 responses

Funding

Interesting to learn different financial regulations within EUT+ cooperation partner institutions

Ingars Erins presentation about data analysing

Everything was very interesting ,necessary and usefully.

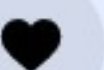
Eberythink was interesting

Great

Discovering the organizations of other universities is very enriching.The exchanges between the participants are interesting.

Interested to note the finding model for phase 2 of project. Also future plans for EUT+ project and future partners.

The comparison of the structures, the discovery of the organisation of the RTU, the different types of European projects that they manage and the exchanges on our respective financial functioning.



Biggest learnings today

13 responses

It was interesting to see the different international projects that RTU participate.

Everything was interesting and useful. Thanks.

I think that the most beneficial part of today was the part of getting funds and reaching them, I also consider important the part of the online apps, as "Welearn" and how to solve daily possible problem

Gaining understanding of the EUT+ structure and the plans, initiatives and vision for the future of EUTt+, discussing the challenges all the university's face separately but similar. Presentors exce



13



Biggest challenges you face with these projects

Please share with us in short, what are the biggest challenges you face with these projects

