## EUT<sup>+</sup> **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

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# EUROPEAN UNIVERSITY OF

#### **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 nonacademic staff members of the EUt+ member institutions.









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#### Introduction

#### **Mobility evolution**

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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-



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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

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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 nonacademic 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.



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#### Part 1 – Initiatives for staff mobility

#### Staff survey

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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**

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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.



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#### 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



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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 posttraining 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



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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.

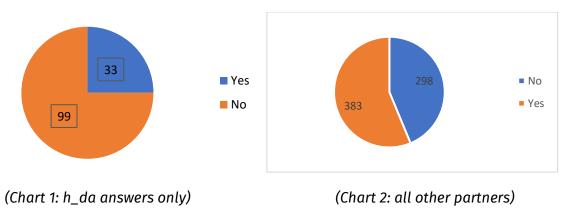
Moreover, this survey has shed light on the recognition strategies currently in place at each of the EUt+ member institutions. The findings suggest that a well-defined recognition strategy is either largely absent or that the existing strategy fails to sufficiently motivate staff members. Only approximately 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.

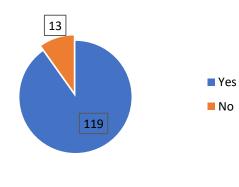


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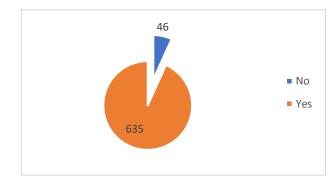
Have you participated in staff mobility before?



#### Are you interested in staff mobility?



(Chart 3: h\_da answers only)



(Chart 4: all other partners)



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(Chart 5: h da answers only) (Chart 6: all other partners)

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

#### 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

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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.





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#### **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.



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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.



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#### **Appendices**

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- 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



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## 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

- UPCT
- ETC
- H\_DA

- 2. What is your age range?  $* \square$ 
  - 22-27
    28-33
    34-39
    40-45
    46-51
    52<</li>
- 3. What is the type of your employment? \*  $\square_{ij}$



Academic staff



Administrative staff



4. Have you participated in staff mobility before? \*  $\square_{0}$ 



) From

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



Staff mobility for teaching



Combined staff mobility for teaching and training	,
Blended Intensive Program (BIP)	
Other	
6. In what capacity did your mobility take place? $\square$	
EUt+	
Bilateral-agreement	
Within the European Union (EU)	
Outside the EU	

7. Are you interested in staff mobility? \*  $\square_{0}$ 



	From
)	FIOIII

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

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A way to increase your competences



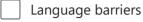
As a professional development opportunity

Other

9. If you chose other, please specify:  $\square$ 

Enter your answer

10. If no, what are the obstacles you face for not participating in staff mobility?  $\square_{0}$ 





This activity is not recognized by my institution



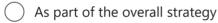
Financial problems

Other

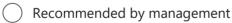
11. If you chose other, please specify: 🗔

Enter your answer

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



- ) As part of the internationalization strategy
- As part of staff development
- Mandatory part of career development



- ) Other
- 13. If you chose other, please specify:  $\square_{0}$

Enter your answer

14. Does your institution have a system in place for recognizing mobility? \*  $\square_0$ 

🔵 Yes

) From

15. If yes, what is the recognition?  $\square$ 

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



Other

17. If you chose other, please specify:  $\Box_0$ 

Enter your answer

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

🔵 Yes

) From

19. What type of recognition would motivate you to participate in a mobility? \*  $\Box_{0}$ 

Certificate issued

) Monetary bonuses

Added professional qualifications for career growth

) Other

20. If you chose other, please specify:  $\Box_{ij}$ 

Enter your answer

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77	3/29/23 16:23:06	3/29/23 16:25:09 anonymous
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82	3/29/23 16:24:49	3/29/23 16:31:05 anonymous
83	3/29/23 16:28:24	3/29/23 16:33:42 anonymous
84	3/29/23 16:32:04	3/29/23 16:33:42 anonymous
85	3/29/23 16:32:07	3/29/23 16:34:06 anonymous
86	3/29/23 16:33:41	3/29/23 16:35:38 anonymous
87	3/29/23 16:32:38	3/29/23 16:36:21 anonymous
88	3/29/23 16:34:57	3/29/23 16:37:14 anonymous
89	3/29/23 16:44:46	3/29/23 16:47:14 anonymous
90	3/29/23 16:47:13	3/29/23 16:49:31 anonymous
91	3/29/23 16:48:09	3/29/23 16:51:51 anonymous
92	3/29/23 16:51:51	3/29/23 16:54:10 anonymous
93	3/29/23 16:52:47	3/29/23 16:55:36 anonymous
94	3/29/23 16:47:24	3/29/23 17:00:04 anonymous
95	3/29/23 16:48:05	3/29/23 17:00:15 anonymous
96	3/29/23 17:00:03	3/29/23 17:03:01 anonymous
97	3/29/23 17:05:32	3/29/23 17:09:10 anonymous
98	3/29/23 17:16:10	3/29/23 17:22:08 anonymous
99	3/29/23 17:27:44	3/29/23 17:33:03 anonymous

100	3/29/23 17:32:24	3/29/23 17:34:39 anonymous
 101	3/29/23 17:36:14	3/29/23 17:39:11 anonymous
102	3/29/23 17:37:15	3/29/23 17:40:00 anonymous
 103	3/29/23 17:55:14	3/29/23 17:56:53 anonymous
104	3/29/23 17:54:59	3/29/23 17:57:18 anonymous
 105	3/29/23 17:56:32	3/29/23 18:02:51 anonymous
 106	3/29/23 18:04:38	3/29/23 18:09:09 anonymous
 107	3/29/23 18:08:50	3/29/23 18:15:05 anonymous
 108	3/29/23 18:19:02	3/29/23 18:21:11 anonymous
 109	3/29/23 18:19:01	3/29/23 18:24:25 anonymous
 110	3/29/23 18:18:35	3/29/23 18:26:44 anonymous
 111	3/29/23 18:37:45	3/29/23 18:40:34 anonymous
 112	3/29/23 18:54:51	3/29/23 19:00:28 anonymous
113	3/29/23 19:04:49	3/29/23 19:16:06 anonymous
 114	3/29/23 19:15:20	3/29/23 19:18:35 anonymous
 115	3/29/23 19:20:45	3/29/23 19:24:12 anonymous
 116	3/29/23 19:22:55	3/29/23 19:25:00 anonymous
 117	3/29/23 20:23:06	3/29/23 20:24:58 anonymous
 118	3/29/23 20:28:49	3/29/23 20:38:33 anonymous
 119	3/29/23 20:38:32	3/29/23 20:41:02 anonymous
 120	3/29/23 21:37:10	3/29/23 21:38:44 anonymous
 121	3/29/23 21:46:23	3/29/23 21:52:12 anonymous
 122	3/29/23 21:50:45	3/29/23 21:54:44 anonymous
 123	3/29/23 22:06:28	3/29/23 22:08:50 anonymous
 124	3/29/23 22:16:35	3/29/23 22:21:54 anonymous
 125	3/29/23 22:10:36	3/29/23 22:39:48 anonymous
 126	3/29/23 23:04:39	3/29/23 23:07:55 anonymous
127	3/29/23 23:07:32	3/29/23 23:11:53 anonymous
 128	3/30/23 0:18:00	3/30/23 0:20:00 anonymous
 129	3/30/23 1:51:36	3/30/23 1:57:40 anonymous
 130	3/30/23 6:58:02	3/30/23 7:01:38 anonymous
 131	3/30/23 7:13:49	3/30/23 7:21:05 anonymous
 132	3/30/23 8:18:08	3/30/23 8:21:15 anonymous
 133	3/30/23 8:19:34	3/30/23 8:24:09 anonymous
 134	3/30/23 8:23:08	3/30/23 8:26:17 anonymous
 135	3/30/23 8:50:05	3/30/23 8:55:12 anonymous
 136	3/30/23 8:57:33	3/30/23 9:00:30 anonymous
 137	3/30/23 8:59:13	3/30/23 9:02:36 anonymous
 138	3/30/23 9:04:21	3/30/23 9:06:54 anonymous
139	3/30/23 9:09:58	3/30/23 9:13:09 anonymous
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141	3/30/23 9:32:34	3/30/23 9:36:26 anonymous
 142	3/30/23 9:36:43	3/30/23 9:40:49 anonymous
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 146	3/30/23 10:13:29	3/30/23 10:15:32 anonymous
 147	3/30/23 10:19:47	3/30/23 10:24:26 anonymous
 148	3/30/23 10:12:19	3/30/23 10:28:09 anonymous
149	3/30/23 10:23:30	3/30/23 10:28:34 anonymous

150	) 3/30/23 10:23:26	3/30/23 10:28:34 anonymous
151	l 3/30/23 10:35:16	3/30/23 10:37:26 anonymous
152	2 3/30/23 10:39:58	3/30/23 10:42:54 anonymous
153	3/30/23 10:45:12	3/30/23 10:48:33 anonymous
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156	3/30/23 11:14:39	3/30/23 11:21:20 anonymous
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159	3/30/23 11:30:24	3/30/23 11:35:25 anonymous
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163	3/30/23 11:52:35	3/30/23 11:55:16 anonymous
164	3/30/23 13:15:31	3/30/23 13:19:20 anonymous
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166	3/30/23 13:26:44	3/30/23 13:36:06 anonymous
167	3/30/23 14:08:16	3/30/23 14:09:50 anonymous
168	3/30/23 14:36:46	3/30/23 14:41:08 anonymous
169	3/30/23 14:42:08	3/30/23 14:43:43 anonymous
170	) 3/30/23 15:05:27	3/30/23 15:07:25 anonymous
171	l 3/30/23 16:47:55	3/30/23 16:52:14 anonymous
172	3/30/23 18:58:06	3/30/23 19:02:59 anonymous
173	3/30/23 20:10:04	3/30/23 20:12:22 anonymous
174	3/30/23 20:13:23	3/30/23 20:19:05 anonymous
175	3/30/23 21:04:59	3/30/23 21:13:25 anonymous
176	3/31/23 0:08:01	3/31/23 0:10:51 anonymous
177	3/31/23 6:10:32	3/31/23 6:12:25 anonymous
178	3/31/23 8:59:25	3/31/23 9:01:37 anonymous
179	3/31/23 8:55:45	3/31/23 9:22:10 anonymous
180	) 3/31/23 10:54:37	3/31/23 11:03:47 anonymous
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185	3/31/23 14:29:02	3/31/23 14:35:48 anonymous
186	3/31/23 18:34:53	3/31/23 18:46:42 anonymous
187	3/31/23 19:29:27	3/31/23 19:32:15 anonymous
188	3 4/1/23 8:01:55	4/1/23 8:06:19 anonymous
189	9 4/1/23 10:04:36	4/1/23 10:09:00 anonymous
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191	4/2/23 17:35:45	4/2/23 17:38:32 anonymous
192	2 4/3/23 9:40:36	4/3/23 9:41:57 anonymous
193	3 4/3/23 10:36:26	4/3/23 10:38:27 anonymous
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199	4/5/23 10:36:36	4/5/23 10:39:03 anonymous

20	00 4/5/23 15:17:52	4/5/23 15:23:03 anonymous
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25	50	4/13/23 11:07:19	4/13/23 11:09:40 anonymous
25	51	4/13/23 11:13:54	4/13/23 11:16:26 anonymous
25	52	4/13/23 11:26:23	4/13/23 11:31:31 anonymous
25	53	4/13/23 11:17:37	4/13/23 11:32:15 anonymous
25	54	4/13/23 11:52:01	4/13/23 11:54:34 anonymous
25	55	4/13/23 12:01:19	4/13/23 12:03:29 anonymous
25	56	4/13/23 12:06:48	4/13/23 12:09:55 anonymous
25	57	4/13/23 12:04:15	4/13/23 12:10:45 anonymous
25	58	4/13/23 12:14:18	4/13/23 12:17:02 anonymous
25	59	4/13/23 12:15:03	4/13/23 12:22:15 anonymous
26	60	4/13/23 12:21:23	4/13/23 12:26:46 anonymous
26	61	4/13/23 12:30:41	4/13/23 12:32:33 anonymous
26	62	4/13/23 12:39:21	4/13/23 12:43:00 anonymous
26	63	4/13/23 12:39:23	4/13/23 12:44:27 anonymous
26	64	4/13/23 12:51:30	4/13/23 12:54:54 anonymous
26	65	4/13/23 13:00:37	4/13/23 13:05:18 anonymous
26	66	4/13/23 13:11:11	4/13/23 13:13:21 anonymous
26	67	4/13/23 13:09:57	4/13/23 13:13:46 anonymous
26	68	4/13/23 13:12:45	4/13/23 13:14:21 anonymous
26	69	4/13/23 13:20:52	4/13/23 13:23:00 anonymous
27	70	4/13/23 13:23:00	4/13/23 13:26:14 anonymous
27	71	4/13/23 13:27:21	4/13/23 13:32:37 anonymous
27	72	4/13/23 13:50:32	4/13/23 13:52:42 anonymous
27	73	4/13/23 13:50:47	4/13/23 13:58:02 anonymous
27	74	4/13/23 13:57:37	4/13/23 14:00:36 anonymous
27	75	4/13/23 14:08:22	4/13/23 14:12:24 anonymous
27	76	4/13/23 14:05:15	4/13/23 14:14:50 anonymous
27	77	4/13/23 14:16:18	4/13/23 14:18:09 anonymous
27	78	4/13/23 12:18:44	4/13/23 14:24:39 anonymous
27	79	4/13/23 14:33:31	4/13/23 14:41:26 anonymous
28	80	4/13/23 14:44:43	4/13/23 14:47:50 anonymous
28	81	4/13/23 14:40:18	4/13/23 14:53:22 anonymous
28	82	4/13/23 15:09:11	4/13/23 15:12:14 anonymous
28	83	4/13/23 15:10:10	4/13/23 15:17:56 anonymous
28	84	4/13/23 15:10:36	4/13/23 15:21:24 anonymous
28	85	4/13/23 16:54:58	4/13/23 16:57:08 anonymous
28	86	4/13/23 17:11:57	4/13/23 17:15:04 anonymous
28	87	4/13/23 19:54:16	4/13/23 19:58:15 anonymous
28	88	4/13/23 20:09:36	4/13/23 20:13:54 anonymous
28	89	4/13/23 22:59:54	4/13/23 23:03:00 anonymous
29	90	4/14/23 3:25:05	4/14/23 3:27:14 anonymous
29	91	4/14/23 10:13:46	4/14/23 10:20:27 anonymous
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29	94	4/14/23 11:30:26	4/14/23 11:56:39 anonymous
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29	96	4/14/23 19:46:08	4/14/23 19:50:18 anonymous
29	97	4/15/23 0:11:02	4/15/23 0:13:30 anonymous
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300	4/17/23 9:25:02	4/17/23 9:35:23 anonymous
301	4/17/23 10:42:01	4/17/23 10:43:44 anonymous
302	4/17/23 12:10:09	4/17/23 12:14:07 anonymous
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320	4/20/23 17:33:18	4/20/23 17:38:43 anonymous
321	4/21/23 9:34:38	4/21/23 9:39:14 anonymous
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325	4/23/23 14:41:00	4/23/23 14:43:00 anonymous
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330	4/23/23 17:58:37	4/23/23 18:12:40 anonymous
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350	0 4/24/23 10:48:3	•
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353	3 4/24/23 11:38:3	8 4/24/23 11:43:32 anonymous
354	4 4/24/23 11:41:0	1 4/24/23 11:43:34 anonymous
35.	5 4/24/23 11:44:0	1 4/24/23 11:47:56 anonymous
35	6 4/24/23 11:51:0	6 4/24/23 11:57:28 anonymous
35	7 4/24/23 12:14:1	6 4/24/23 12:17:34 anonymous
358	8 4/24/23 12:19:3	2 4/24/23 12:21:27 anonymous
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360	0 4/24/23 12:36:2	6 4/24/23 12:48:03 anonymous
36	1 4/24/23 12:52:3	0 4/24/23 12:58:31 anonymous
362	2 4/24/23 12:58:4	1 4/24/23 13:02:58 anonymous
363	3 4/24/23 12:58:4	6 4/24/23 13:04:56 anonymous
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36	5 4/24/23 14:38:1	0 4/24/23 14:41:50 anonymous
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37:	1 4/25/23 9:57:0	2 4/25/23 10:01:34 anonymous
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37	6 4/25/23 15:22:5	6 4/25/23 15:25:11 anonymous
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38	9 4/27/23 21:37:5	3 4/27/23 21:40:11 anonymous
390	0 4/28/23 10:28:0	3 4/28/23 10:30:45 anonymous
39:	1 4/28/23 11:41:1	3 4/28/23 11:45:39 anonymous
392	2 4/28/23 11:44:4	1 4/28/23 11:48:09 anonymous
393	3 4/28/23 12:02:3	7 4/28/23 12:04:15 anonymous
394	4 4/28/23 12:07:34	4 4/28/23 12:09:43 anonymous
39!	5 4/28/23 12:08:5	0 4/28/23 12:10:46 anonymous
39	6 4/28/23 12:10:0	8 4/28/23 12:13:14 anonymous
39	7 4/28/23 12:10:5	4 4/28/23 12:13:45 anonymous
398	8 4/28/23 12:13:4	2 4/28/23 12:15:15 anonymous
399	9 4/28/23 12:18:0	3 4/28/23 12:19:15 anonymous

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407	4/28/23 12:20:27	4/28/23 12:24:20 anonymous
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417	4/28/23 12:30:20	4/28/23 12:32:44 anonymous
418	4/28/23 12:29:36	4/28/23 12:32:59 anonymous
419	4/28/23 12:31:29	4/28/23 12:33:18 anonymous
420	4/28/23 12:32:01	4/28/23 12:34:03 anonymous
421	4/28/23 12:32:30	4/28/23 12:35:20 anonymous
422	4/28/23 12:29:33	4/28/23 12:35:49 anonymous
423	4/28/23 12:34:33	4/28/23 12:37:13 anonymous
424	4/28/23 12:35:33	4/28/23 12:37:46 anonymous
425	4/28/23 12:31:08	4/28/23 12:38:22 anonymous
426	4/28/23 12:36:50	4/28/23 12:39:55 anonymous
427	4/28/23 12:39:11	4/28/23 12:40:47 anonymous
428	4/28/23 12:35:37	4/28/23 12:40:50 anonymous
429	4/28/23 12:35:57	4/28/23 12:41:07 anonymous
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on other countries work with same situations, pro	
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h potential partners in order to	elaborate a project proposal
opportunity;	
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	Financial problems;
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ractices with colleagues from other unive	ersities, and a way to network
opportunity;	
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and learn new skills	
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OVING COMMUNICATION WITH COLLEAG	GUES, PA Financial problems;
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ations for future proposals/publications	Financial problems;
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	Financial problems;
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	Other;
<up>cup routine;</up>	
rom other organisations' best practices.	
<ul> <li>cup routine;</li> </ul>	
English skills	
-11611011 51(115	
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
	time
	n/a
	Everything was good
	Everything was good.

	Lack of time
	·
	Even though I'm young, I dislike change in my surroundings/workplace
nancial problems;	
nized by my institution .E	able for travel with family only
	מטוב וטר נומיצו שונוו ומווווץ טוווץ
y 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.
hor	Pusy schodual
:her;	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 mo 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
uier,	
	Family and work balance
inguage barriers ;	
	Family limitations (Little children).
	Parenting
	Lack of facilities for whole family movement
	Family logistics
	Family logistics
	Family commitments
	Family.
	Combine mobility with academic obligations in origin
ion ;	

by my institution ;

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

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

nancial problems;

single-parent family reconciliation problems

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

nancial problems;

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

Insufficent 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 nancial 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 pressul 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 responsabilities 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 happ busy in another job

Соме health problems in the family

No interest

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

nancial problems;

Quite huge work load

To go on the	mobility p	program you	i need to	have er	nough	savings	and fre	ee ti

time, lack of staff to replace my absence y 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, but

y 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
nancial problems;	
	Workload
	Workiedd
	Time management
	None
nancial problems;	
	work/life balance (having a family)

	academic lecture schedule makes participation complicated
nancial problems;	
	No obstacles

How is staff mobility en Feedback - How is staff r Points - How is staff mo	ol If you chose other, pleas
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	
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As part of staff development	p - j, - p - ,
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 mobilty is not encou
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
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 encoura
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 enco
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 awa
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	l do not know.
As part of the internationalization strategy	
Other	It is not encouraged at al
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 mentione
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	se 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 oppor	
	Yes
ojects	No
	Yes
	No
	Yes
	No
	No
	Yes
	No
	Yes
	Yes
	No
	No
	Yes
	Yes
	No
	Yes
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	No
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	Yes
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	Yes
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	Yes
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	Yes
	Yes
	No
	Yes
	No
	No
	Yes
	Yes
	No
	No
	Yes
	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
	Yes
	No
	Yes
	No
	Yes
	No
uraged in any way at all, I have not noticed that.	No
and ged in any way at any mate not noticed that.	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
mobility encouragements at my institution	

	No
	No
	Yes
	No
	Yes
just general posts in homepage. My manageme	ent l No
	Yes
	Yes
	No
	No
	Yes
	No
	Yes
	Yes
	Yes
	No
lent on the favor of the direct manager.	No
	Yes
	Yes
	Yes
	Yes
	No
	Yes
ent	No
	No
	Yes
	Yes
	No
	No
	No
	Yes
	No
	Yes
	Yes
	Yes
	No
nitiative	No
	Yes
	Yes
	Yes
аственный способ преподавателю получить	
	No
	Yes
	Yes
	No

	No
	No
	Yes
	No
	No
ny institution. A shame.	No
	Yes
	No
	No
	No
s not really encourage us, nor is it encouraging for	
	No
	Yes
	No
	Yes
	No
	No
	No Yes
	No
em to be interested in staff mobility at all	No
	Yes
	No
	Yes
	No
	Yes
	No
	Yes
	Yes
	No
	Yes

	No
	No
	No
aff is not encouraged at UPCT out of regular progra	
	No
ersitario al que pertenezcas. Considero que para el	No
	Yes
	No
	Yes
	Yes
	No
	Yes
in your CV	No
	Yes
	No
	No
	No
	No
	Yes
	No
	No
	Yes
	Yes

	No
	No
	Yes
	Yes
	No
	No
	No
	Yes
	Yes
	No
	No
	No
	Yes
	Yes
	Yes
	No
	No
	No
sility enables more fruitful exchanges for effective	No
ot encouraged	No
ility is encouraged in my institution. As an Dr-Ing in	No
	No
any info regarding that topic.	No
	Yes
	Yes
	No
	Yes
e professor / staff research, I do not know if there'	
	No
	No
	Yes
	No
raged	No

	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
	Yes
es, it depends on your superior	No
	No
	Yes
	No
	Yes
	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 No No Yes No Yes Yes Yes No Yes No Yes No Yes No No No No No No No No No No No No No		
Yes Yes No No No Yes Yes Yes No Yes No Yes No Yes No Yes No Yes No No No No Yes Yes Yes Yes Yes Yes Yes Yes		Yes
Yes           No           No           No           Yes           Yes           No           Yes           No           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No		
No           No           Yes           Yes           No           No           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           No           No           Yes           No           No           No           No           No           No           No           No           No		
No           Yes           Yes           Yes           No           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes		
No           Yes           No           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           No           No           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No		
Yes           No           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           No           No           No           No           No           Yes           No           No           Yes           No           Yes           No           Yes		
Yes           No           No           No           No           Yes           No           Yes           No           Yes           Yes           Yes           Yes           No           No           No           No           No           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No <td></td> <td></td>		
No           Yes           No           Yes           No           Yes           No           Yes           Yes           No            Yes		
No           Yes           No           Yes           No           Yes           No           No           No           No           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes		
Yes           No           Yes           No           Yes           Yes           No           No           No           No           No           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           No           No		
NoYesNoNoNoNoNoNoNoNoYesYesNoNo		
Yes           No           Sea           Yes           No           Sea           No           Sea           No           Sea           No           Sea           No           Yes           No           Yes           No           Yes           No           No           No           No           No           No           Yes           No           Yes           No           Yes           No           Yes           No           No           Yes           No           Yes           No           Yes           No           No		
No           No           No           No           No           No           No           No           No           Yes           Yes           No           bility options           No           Yes           No           No           No           No           No           No           Yes           No           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           No           No           No           No <td></td> <td></td>		
No           Yes           No           Solution           No           Yes           No           No           No           No           No           No           No           No           Yes           No           Yes           No           Yes           No           Yes           No           Yes           No           No           Yes           No		
No           No           No           No           No           Yes           Yes           No           bility options           No           Yes           No           No           No           No           No           No           Yes           No           No           Yes           No		
No         No         No         No         No         Yes         No         bility options         No         tinfluencing it is information published in RTU int No         Yes         No         No         No         No         No         No         Yes         No         Yes         No         Yes         No         Yes         No         Yes         No         Yes         No         Yes		
No         No         Yes         Yes         Yes         No         ybility options         No         ybility options         No         ybility options         No         yes         No         Yes         No         Yes         No         Yes         No         Yes         No         Yes         No         No         No         No         No         Yes         No         Yes         No         Yes         No         Yes         No         Yes         No         Yes         No		
No         No         Yes         Ves         No         bility options         No         t influencing it is information published in RTU int No         Yes         No         No         No         No         No         No         Yes         No         Yes         Yes         No         Yes         Yes         No         Yes         No         Yes         No         No         No         No         No         No         No         No         Yes         No         No         No         Yes		
No         Yes         No         >bility options         No         tinfluencing it is information published in RTU int No         Yes         No         No         Yes         No         No         No         No         No         No         Yes         No         Yes         No         Yes         No         Yes         No         No         No         No         No         No         No         No         No         Yes         No         Yes         No         No         Yes         No		
Yes         Yes         No         >bility options       No         t influencing it is information published in RTU int No         Yes         No         Yes         No         Yes         No         Yes         No         Yes         No         Yes         No         No         No         No         Yes         No         No         No         Yes         No         Yes         No         Yes         No         Yes <tr< td=""><td></td><td></td></tr<>		
Yes         No         bility options       No         t influencing it is information published in RTU int No         Yes         No         Yes         No         Yes         No         Yes         No         Yes         No         Yes         No         Yes         No         Yes         No         Yes         No         Yes         No         <		
No>bility optionsNo>t influencing it is information published in RTU int NoYesNoYesNoYesNoNoNoNoNoNoNoNoNoNoNoNoNoYesNoYesNoYesNoYesNoYesNoYesNoYesNoYesNoN		
bility options         No           rt influencing it is information published in RTU int No         Yes           No         No           No         No           Yes         No           Yes         No           Yes         No           Yes         Yes           No         Yes           No         Yes           No         Yes           No         Yes           Yes         Yes           Yes         Yes           Yes         Yes           No         Yes           Yes         Yes           No         Yes </td <td></td> <td></td>		
rt influencing it is information published in RTU int No Yes No Yes No Yes No No No No No No Yes Yes Yes No Yes No Yes No Yes No Yes No Yes No Yes No Yes No		
YesNoYesNoYesNoNoNoNoNoNoNoNoYesNoYesYesYesYesYesYesNoYesNoYesNoYesNoYesYesYesYesYesNoYesNoNoNoYesNoNoYesNoNoNoYesNo<		
NoYesNoYesNoNoNoNoNoNoYesYesYesYesYesNoYesNoYesNoYesYesYesYesYesYesNoYesNoNoNoNoNoNoNoYesNo<	ct influencing it is information published in	
YesNoYesNoNoNoNoNoNoYesYesYesYesYesNoYesNoYesNoYesYesYesYesYesYesNoNoNoNoYesNoNoYesNoNoYesNoNoYesNo <td></td> <td></td>		
NoYesNoNoNoNoNoYesYesYesYesYesNoYesNoYesNoYesYesYesYesYesYesNoYesNoNoNoYesNoNoYesNoNoYesNoNoYesNoNoYesNo <td></td> <td></td>		
Yes         No         No         No         No         No         Yes         Yes         Yes         Yes         Yes         No         Yes         No         Yes         No         Yes         No         Yes         No         No <tr td=""></tr>		
NoNoNoNoNoNoYesYesNoYesYesYesYesNoYesNoYesNoYesNoN		
NoNoNoNoNoYesYesNoYesYesYesYesNoYesNoYesNoYesNoNoNoNoNoNoNoYesNoNoYesNoNoYesNo <t< td=""><td></td><td></td></t<>		
NoNoNoYesYesNoYesYesYesYesYesYesNoYesNoYesNoYesNoNoNoNoNoYesNoNoYesNoNoYesNo <trt< td=""><td></td><td></td></trt<>		
NoNoYesYesNoYesYesYesYesYesNoNoNoNoYesNo		
NoYesYesNoYesYesYesYesNoNoNoNoNoYesNoNoNoNoNoNoNoYesNo		
YesYesNoYesYesYesYesNoNoNoYesNoNoYesNoNoNoYesNoNoYesNo		
YesNoYesYesYesYesNoNoNoNoYesNoNoNoNoNoNoYesNo		
NoYesYesYesYesNoNoNoYesNoNoYesNoYesNo		
YesYesYesYesNoNoNoYesYesNoYesNoYesNo		
YesYesNoNoNoYesYesYesNoYesNoNoNoNoNoNoNoNoNoNoNoNoNoNoNo		
YesNoNoNoYesYesNoNoNoNoNoNoNoNoNoNoNoNoNoNo		
No       No       No       Ves       No       i here (in RTU) for two months       No       No		
No       No       Yes       No       i here (in RTU) for two months       No       No		
No       Yes       No       ; here (in RTU) for two months       No       No		
Yes No here (in RTU) for two months No		
No here (in RTU) for two months No No		
; here (in RTU) for two months No No		
No	here (in RTII) for two months	
100		

	No	
	No	
	No	
	Yes	
staff mobility I got negative feedbac		
stan mobility i got negative reedbac	No	
	Yes	
	No	
	Yes	
	No	
	Yes	
	No	
	No	
	Yes	
able if the employee above never		
able, if the employee shows person		
	No	
	Yes	
	No	
	No	
	Yes	
	No	
	Yes	
	No	
	Yes	
ff	Yes	
	No	
	Yes	
	No	
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	Yes	
	No	
	No	
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	Yes	
	No	
	Yes	
	No	

	No	
	No	
ektoru mājdzīvniekiem	No	
	Yes	
	No	
	No	
	Yes	
	No	
	No	
	Yes	
	No	
	No	
	No	
	Yes	
	Yes	
	No	
raged for the all of the staff equally.		
	No	
	No	
	No	
	Yes	
	No	
	Yes	
	Yes No	
	Yes	
	No	
	No	
	Yes	
	No	
	Yes	
	No	
	No	
	Yes	
	Yes	
uraged	No	
0	Yes	
	No	
	No	
	No	
	Yes	
	No	
	No	

	No
	No
e subject	No
	No
	Yes
	Yes
• experience in mobility at my workplace	No
experience in mobility at my workplace	No
S	Yes
	No
	Yes
	No
	No
	No
ty, especially for administrative staff, is not weld	
-,,	No
	No
	No
ny cases due to increased duties it might be prof	
, , , , , , , , , , , , , , , , , , , ,	No
	No
	Yes
	No
	No
	No
	Yes
	No
encourages or discourages certainly with minima	liNo
	No
	No
institution for administrative staff.	No
	Yes
	No
	Yes

	No	
	No	
ige it	No	
	Yes	
	No	
	Yes	
	Yes	
	No	
	No	
	Yes	
	No	
	No	
	No	
uraged	No	
	Yes	
	No	
	No	
	Yes	
	No	
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are of	No	
	No	
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	Yes
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	Yes
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	Yes
	Yes
	No
	No
	No
	Yes
	Yes
	No
	Yes
	No
I	No
	Yes
	No
d	Yes
	No
	Yes
	No
bility encouraged at our departament	Yes

Points - Does your instit If yes, what is the reco	gr 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
nublishing my experience story about mability
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
ברמאוועאד, ובנטצוווצבע בווצוטוב אמו נוובו טוצמווואמנוטווא
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
۲. ۲	NOT FOR STATE
Н	Relaciones Internacionales
I	nternational or european doctorate.
S	Scientific productivity
3	
Ν	Ay organization has programs for gap years, it also allows research stays as
S	cores in subsequent mobilities and is valued by the Management, and cert
F	Promotion.
	Certificates are issued at the end of the activity
r	ecognizing your stay with a certificate as a merit.

They suggested us to participate
They suggested us to participate
ANECA
Lam not sure of the answer
I am not sure of the answer
I am not sure of the answer
I am not sure of the answer
I am not sure of the answer
I am not sure of the answer
I am not sure of the answer
I am not sure of the answer
I am not sure of the answer
I am not sure of the answer
I am not sure of the answer
I am not sure of the answer
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

Net that I are aware of
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
Recognized as a part of personnel annual strategic assessment
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, stuff development

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 provide

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 o

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." (?)
it's still work, so if i ulu a good job, i'u assume i get a' good job. (!)
a pacitive accest in the professional evoluation
 a positive aspect in the professional evaluation
it is promoted by our institution
good
Erasmus office

At periodic evaluation
Europass
Europass Attestation result.
Attestation result.
Attestation result.
Attestation result.
Attestation result.
Attestation result.
Attestation result. Teaching activities
Attestation result.
Attestation result. Teaching activities

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 will 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.);

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

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Feedback - If you chose (Points - If you chose oth	If your university does n Feedback - If your unive
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lagement (head of department/unit, dean, rector,	etc.);

	Yes
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arly work plan included in annual performance rev	No
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ition by my management (head of department/uni	Yes
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is recognized	Yes
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agement (head of department/unit, dean, rector,	
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ition by my management (head of department/un	
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institution to recognize my mobility - I expect the	
	Yes
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lagement (head of department/unit, dean, rector,	etc.).
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	103

	Yes
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t as a bonus in its annual reports, but the mobility	No
arly work plan included in annual performance rev	
, , ,	Yes
or, etc.);	Yes
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ed at all;	Yes
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for answer	No

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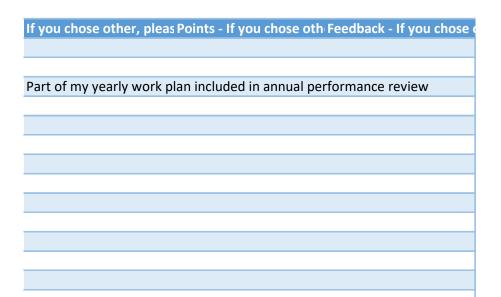
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Monetary bonuses + some support for the activity in home institution during the mobility (e.g classes planne

-	

all above mentioned
All of the above
all mentioned answers
Nothing

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All of the metioned above	
Exchange of expertise, knowledge	

Interesting things to do.	

The three previous ones	
Reduction of teaching hours	
5	
N de un de su monte su internet de su de su de suite de sindie de de sus est internet de su	
More than recognition in my case the family logistics is the most important	barrier.

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/profeciency and carrer are dislinked at UT
1 money 2 carrer, but mitiative/profectency and carrer are disinited at or
Abcolithy nothing
Absolitly nothing
Just having the opportunity for mobility

Part of my yearly work plan included in annual performance review

Combination of added professional qualifications and bonus

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

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At RTU it very much depends on department manager. Sometimes it is see	n on the contrary - as time not to
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At RTU it very much depends on department manager. Sometimes it is see	n on the contrary - as time not to


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

Expand the experience

work promotion	
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	hodies of the University (e.g. CEC
Also, approval of leave for a annug purposes by the higher decision-making	Source of the oniversity (e.g. CEO



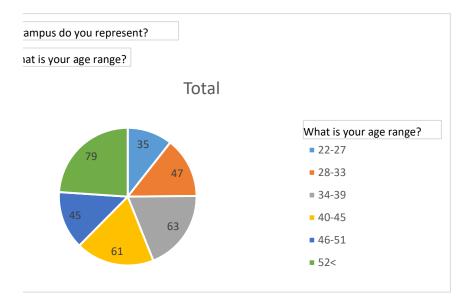
work. Often managers do not encourage mobility at all despite is is written in the strategies.

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



#### Which EUt+ campus do you represent?

#### **Row Labels**

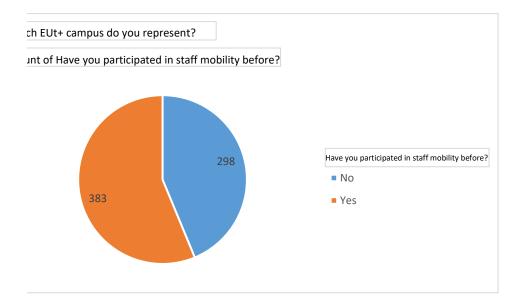
Academic staff; Academic staff;Administrative staff; Academic staff;Administrative staff;Researcher; Academic staff;Researcher; Academic staff;Researcher;Administrative staff; Administrative staff Administrative staff; Administrative staff;Academic staff; Administrative staff;Academic staff;Researcher; Administrative staff;Researcher; Researcher; Researcher;Academic staff;Administrative staff; Researcher;Academic staff;Administrative staff; Researcher;Academic staff;

### 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

Count of Have you participated in staff mobility before?
298
383
681

Which EUt+ campus do you represent? (All)



### 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?

### RTU

#### Which EUt+ 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?

RTU

## Which EUt+ campus do you represent? (All)

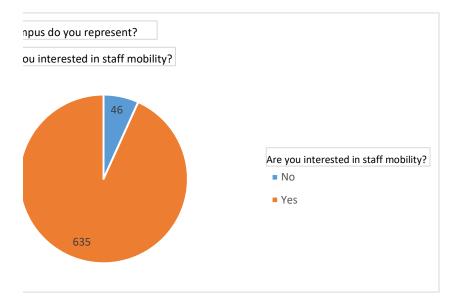
Row Labels	Count of Are you interested in staff mobility?
No	46
Yes	635
Grand Total	681

Which EUt+ carr

Count of Are yo

0





#### **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 routii A way to increase your competences; As a professional development opportunity; An activity to break up routii 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 competence 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 routii 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
305
505

#### **Row Labels**

A possibility to make new connections and to develope colllaborations 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 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.

### **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** 

RTU	
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
	126

### **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 neu 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)

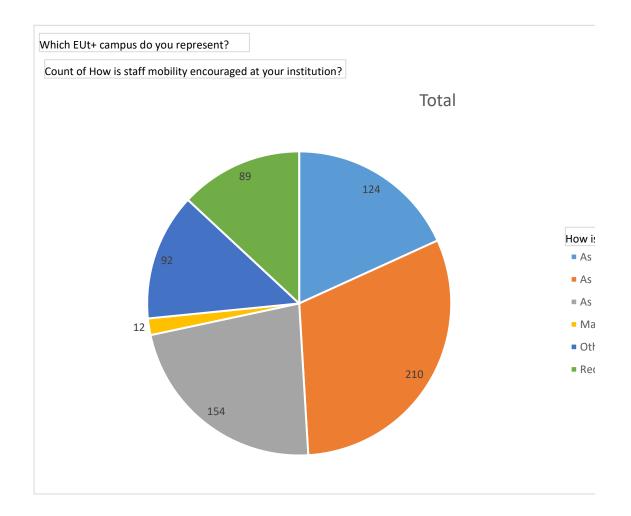
**Grand Total** 

ed to sign another employment contract etc.

<sup>.</sup> it at the moment.

RTU

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



s staff mobility encouraged at your institution? part of staff development part of the internationalization strategy part of the overall strategy andatory part of career development her

commended by management

#### **Row Labels**

Actually when I went for staff mobility I got negative feedback after it which ruined the overall exeprience. The also stuff 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 availa 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 departament о время войны это единственный способ преподавателю получить помощь в проведении занятий (blank)

**Grand Total** 

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

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

or enforced.

ouragement and opportunities to do it than others.

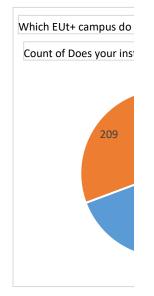
pility and that due to my absence the work was not done in time. And that was the first time I partici

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

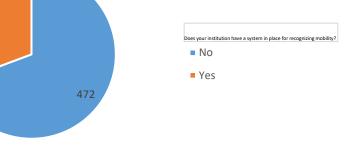
lot of new knowledge and experience, but that negative feedback has demotivated me to go for anc

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

Row Labels	
No	
Yes	
Grand Total	



(All)	
Count of Does your institution have a system in place for re	ecognizing mobility
	472
	209
	681
you represent?	
titution have a system in place for recognizing mobility?	



# (All)

■ 0 ■ 0

0

# **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, stuff 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.

#### **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
330

#### **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 salar (blank) **Grand Total** 

but that is all.

'y from it.

## **Row Labels**

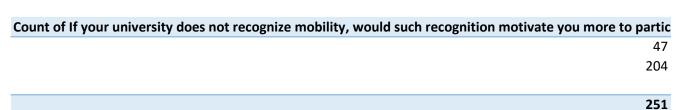
No Yes

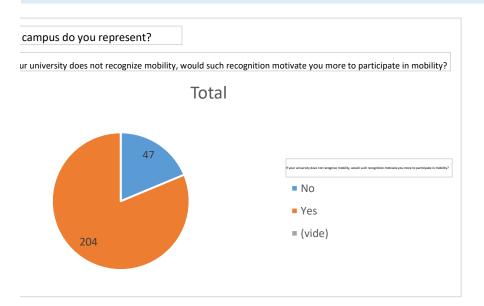
(blank)

Grand Total

Which EUt+

Count of If you





# ate in mobility?

, ,

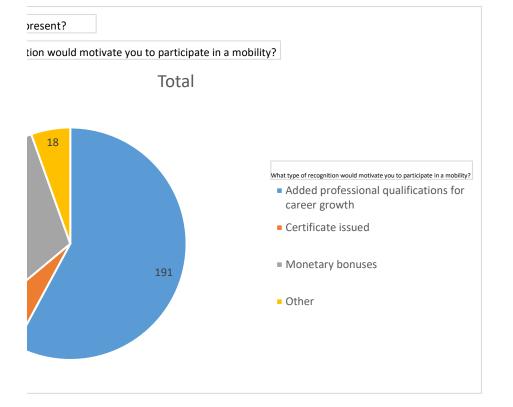
0

### **Row Labels**

Added professional qualifications for career growth Certificate issued Monetary bonuses Other **Grand Total** 

> Which EUt+ campus do you rep Count of What type of recognit

-	
Count of What type of recognition would motivate you to participate in a mobility?	
	191
	20
	101
	18
	330



#### **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.

Other, bitsan specify         24         21         23         100           Gener         10         90         000								
				present: Prozent	Gütige Prozente			
	Gültig	TU-Dublin H_DA	1	0.8	0,8 99.2	0,8		
				100.0				
			Häufigkeit	Prozent	Prozente	Prozente		
	30Mg	22-27 28-33 34-39	3	2.3	2.3 11,4 8.3	2.13/		
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		≥ 52 Gesamt	53 132	40,2	40,2 100.0	100,		
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	Gültig	.00.	Häufigkeit 57	Prozent 43.2	Prozente 43.2	Prozente 43.		
		Gesamt	132	100,0	100,0	100/		
	What i	s the type of your employment? (you m	ay choose mo	ore than one	Giltine	Kumulierte		
	Gültig	.00	Häufigkeit 73	Prozent 55.3	Prozente 55.3	55.		
		Gesamt	132	100.0	100.0			
Solution     111     8.84     8.84     1.84     1.84       Control     114     1.84     1.84     1.84     1.84       Control     114     1.84     1.84     1.84     1.84       Control     114     1.84     1.84     1.84     1.84       Control     1.84     1.84     1.84     1.84     1.84       Control	W	hat is the type of your employment? (yo	u may choose		Gütige	Kumulierte		
	Gültig	.00 Researcher	114	86.4 13.6	86.4 13.6	86.		
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Name         No.         No.         No.           Image: No.         No.         No.         No.         No.           If yee, what yee of activity dely our period pair if yee may choose need that modelly on the sector of the s	Gültig	.00 Staff mobility for teaching	Häufigkeit 20 13	Prozent 15.2 9.8	Prozente 60.6 39.4	60.		
	Fehlend	Gesamt System			100.0			
Notation         Provide         <	3esamt			100,0		-). Field		
Induction         Protect	yes, wi	in type or accordy on you participate in fi			Gütige	Kumulierte		
Nome         100         100           Image         100         100           Image <td>Sallig</td> <td>.00 Staff mobility for training</td> <td>Häufigkeit 14</td> <td>Prozent 10.6</td> <td></td> <td></td>	Sallig	.00 Staff mobility for training	Häufigkeit 14	Prozent 10.6				
Nome         100         100           Image         100         100           Image <td>Fehlend</td> <td>Gesamt System</td> <td>19 33 99</td> <td>14.4 25,0 75,0</td> <td>100,0</td> <td>100.</td>	Fehlend	Gesamt System	19 33 99	14.4 25,0 75,0	100,0	100.		
Linkage         Product         Charge         Product         Product <th< td=""><td>Gesamt</td><td></td><td>132</td><td>100.0</td><td>1</td><td></td></th<>	Gesamt		132	100.0	1			
Image         Protect	n yes, wha	at type of activity did you participate in? mobility for			Gütice			
Name         1	Gallig	.00	Häufigkeit	Prozent	Prozente 93.9	Prozente		
Name         1		Combined staff mobility for teaching & training				100,		
	Fehlend Gesamt	System	99	75,0	100,0			
Unit         Product         Openant         Openant <thopenant< th=""> <thopenant< th=""> <thopen< td=""><td>If yes, wi</td><td>hat type of activity did you participate in</td><td>n? (you may cl</td><td>hoose more t</td><td>than one optic</td><td>n): BIP (Blended</td></thopen<></thopenant<></thopenant<>	If yes, wi	hat type of activity did you participate in	n? (you may cl	hoose more t	than one optic	n): BIP (Blended		
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Name         Provide Control         Control         Provide Control	Fehlend Gesamt	System	99 132	75,0	100,0			
Name         Provide Control         Control         Provide Control								
Using the set of the			Häufickeit		Prozente	Prozente		
View         90         700         1           Are you interests in staff modBit?         Process	Gültig	Yes No	9 24	6,8 18,2	27,3	27, 100/		
	Fehlend Gesamt	System	99	25.0 75.0 100,0	100.0			
Half year         Protect         Protect         Protect         Protect           100         100         100         100         100         100           100         100         100         100         100         100         100           100         100         100         100         100         100         100         100           100		Are you intere	ested in staff r	nobility?	Gottan	Kumulada		
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Haldwall         Project         <					Gütine	Kumulierte		
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Calify and the set of the biology of the set of sectors in the set of sectors are yet or set of the set of sectors in the sectors in the set of sectors in the sectors in the set of sectors in the s		an activity to break up routine	73	55,3	61,3	100/		
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Using         One         Table and companying         Table         Table <thtable< th=""> <thtable< th=""> <thtable< th=""></thtable<></thtable<></thtable<>	Gesamt				more than one	ontion): a way to		
detect         10         0.8           Bised         10         0.8           Bised         10         0.8           Fig. do you consider mobility as one of the Mobiling' (you may choose more applicable)         Paration of Paratine Parata Paratine Paratine Parata Paratine Parata Paratin	Gesamt		lowing? (you n your compete	nay choose r nces		Kumulierte		
mate         0.0         0.00           If yes, do you consider mobility as one of the following (yes may choose more than one option); as a purchascianal absolution (yes may choose more than one option); as a purchascianal absolution of the process of the particle option (yes may choose more than one option); as a purchascianal absolution (yes may choose more than one option); as a purchascianal absolution (yes may choose more than one option); as a purchascianal absolution (yes may choose more than one option); as a purchascianal absolution (yes may choose more than one option); and (yes may ch	<u>3esamt</u> If yes, do	you consider mobility as one of the foll increase	lowing? (you n your compete Häufigkeit 19 100	nay choose r nces Prozent	Gütige Prozente 16,0 84,0	Kumulierte Prozente 16.		
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Bally         00         32         28.0         31.1         31.0           Bally         00         32         28.0         31.1         31.0           Constant         110         00.2         160.0         100.0           Constant         110         00.2         150.0	3esamt If yes, do 3ültig Fehlend 3esamt	you consider mobility as one of the foll increase; .00 a way to increase your competences Gesant System to you consider mobility as one of the fo	lowing? (you r your compete Häufigkeit 19 100 119 13 132 ollowing? (you	nay choose in nces Prozent 14,4 75,8 90,2 9,8 100,0 u may choos	Gübige Prozente 16,0 84,0 100.0	Kumulierte Prozente 16, 100,		
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staff			
93.9			
ided			
93.9 100.0	If yes, what type of activity did you participate in? (you may choose more than one option): BIP (Blended Intensive Programme)	BIP (Blended	
93.9		BIP (Blended Interailve Programme) ©Gesamt	
		3	
27,3 100,0	Was this mobility to one of the EUt+ partner universities?		
27,3 100,0	T T Yes		
	Z4 Ves No		
90,2			
90,2	Are vou interested in staff mobility?		
n	T3 Tyes No		
38,7			If yes, do you consider up routine, a way to de
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han	If no, what are the obstacles you face for not participating in staff mobility? (you may choose more than one option): Language barriers, Activities not being recognized by the institution, financial problems, other.		
76.9 100,0	Activities not being recognized by the institution, financial problems, other.		
76.9	2		
_		■Language battiers	
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84,6 100,0	<b>V</b>		
		III Other, please specify:	
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38.5			
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	Other especification:		family issues
			family, dual career, children's education
94.7 95.5 96,2			Missing time
97.0 97,7			Mobility is typically intended for semester, but I do not want to la home for more than about 2 - 3
98.5			Eme Constraint
98.5 99,2 100,0			To busy with projects and teaching
	How is staff mobility encouraged at your institution	?	
e •			

Which EU+ campus you represent:

33 ■Yes ■No

What is the type of your employment? (you may ch 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?

 Staff mobility for teaching
 Staff mobility for training
 Combined staff mobility for teaching & training der mobility as one of the following? (activity to break to increase your competencies, as a proffesional development opportunity, other)

Academic staff
Administrative staff
Researcher

tended for one t want to leave ibout 2 - 3 aching

How is staff mobility encouraged at your institution? Hourigest Prozent Colligo Kumulene Hourigest Prozente Prozente

Gütige Prozente 94.7 0.8 0,8

94.7 0.8 0,8

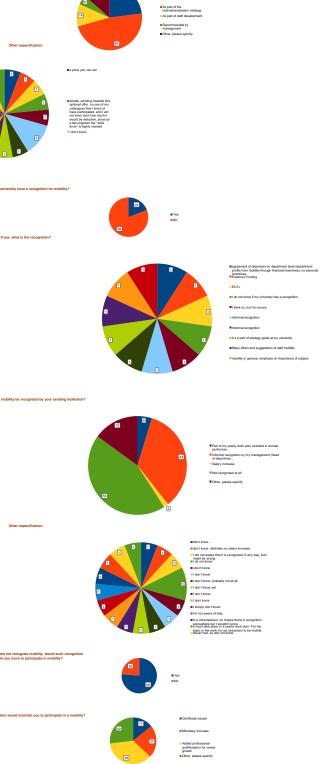
family issues family, dual career, children's educati Missing time Mobility is typically intended for one semester, but I do not want to leave home for more than about 2 - 3 weeks

time constraint to busy with projects and teaching zu less time for a lot of stuff to manage

Kumulierte Prozente 94.7 95.5 96.2 97.0 97.7

98.5 99,2 100,0

	As part of the internationalization strategy	29	22.0 45,5	23.0 47,6	23.0 70,6	
	As part of staff development Recommended by management Other, please specify:	14 6 17	10.6 4,5 12,9	11.1 4,8 13,5	81.7 86,5 100,0	
hlend samt	Gesamt System	126 6 132	95.5 4,5 100,0	100.0		
	Other,	please specif Häufigkeit	Prozent	Gütige Prozente	Kumulierte Prozente	
ыg	a price you can win	116	87,9 0.8 0,8	87,9 0.8 0,8	87,9 88.6	Other especification:
	emails, pointing towards this optional offer. no one of my colleagues that I know of have participated, and I am no	1	0,8	0,8	89,4	
	even sure how much it would be welcome, since as a lab engineer the "work force" is highly needed					
	I don't know, yet I don't know, yet I don't know.	1	0.8 0,8 0,8	0.8 0,8 0,8	90.2 90,9 91,7	
	I dont know I dont know exactly. It is ok, but if you take part your tasks had to be assigned	2	0.8	0.8 0,8	92.4 93,2	a
		1	0.8	0.8	93.9	
	I'm not sure It is not offered. It's not realy part in the department stratogy / it's only (mostly) when you are self motivated	1	0,8 0,8	0,8 0,8	94,7 95,5	
	not encouraged actively not enough (at least not in the	1	0,8 0,8	0,8 0,8	96,2 97,0	
	department) not explicitely encouraged not really given any emphasis Only by "strategic" statements, not financially -> not of any practical use Only Exemus	1	0.8	0.8	97.7 98.5 99,2	
	Only by "strategic" statements, not financially -> not of any practical use Only Erasmus.	1	0,8	0,8	99,2	
	Gesamt Does your university t	132 lave a recogn	100,0	100,0 liity? Gütige		
ültig	Yes No	Häufigkeit 23	Prozent 17,4	Prozente 19,0	Kumulierte Prozente 19,0	Does your university have a recognit
ihlend	No Gesamt System	98 121 11	74.2 91.7 8,3	81.0 100.0	100.0	
sant		132 I is the recogn	100.0			
illig		Häufigkeit	Prozent 91.7	Gütige Prozente 91.7	Kumulierte Prozente 91.7	If yes, what is the recomm
Ŭ	agreement of objectives on department level (department profits from mobility through financial incentives); no	1	0,8	0,8	92,4	
	Erasmus Funding	1	0.8	0.8	93.2	
	EUT+ I do not know if my university has a recognition.	1	0,8	0,8	93,9 94,7	
	recontition. I think so, but I'm unsure. Informal recognition Informal recognition	1	0,8 0,8 0,8	0,8 0,8 0,8 0,8	95,5 96,2 97,0 97,7	
	Informal recognition It's a part of strategy goals at my university Many offers and suggestions of staff	1	0,8	0,8	97,7 98,5	
	Many offers and suggestions of staff mobility mobility in general, emphasis on importance of subject	1	0,8	0,8	99,2	
	part of university opals Gesamt	1	0.8 100,0	0.8 100,0	100.0	
what w	ay will your mobility be recognized by y Part of my yearly work plan is			Gütige	Kumulierte	
altig	.00 Part of my yearly work plan included in annual performan	Häufigkeit 126 6	Prozent 95,5 4,5	Prozente 95,5 4,5	Prozente 95,5 100,0	
	annual performan Gesamt	132	100.0	100.0	100,0	
what w	ay will your mobility be recognized by Informal recognition by my management	your sending ant (head of d	nstitution? (l apartment/ur	it dean recto	ers are possible): r, etc.) Kumulierte	
altig	_00	Häufigkeit 88	Prozent 66.7	Gütige Prozente 66.7	Prozente 66.7	
	Informal recognition by my management (head of departmen	44	33,3	33,3	100,0	In what way will your mobility be recognized by
what w	Gesamt ay will your mobility be recognized by y	132 your sending	100.0	100.0 Multiple answe	ers are possible):	
		Häufigkeit	Prozent	Gütige Prozente	Kumulierte Prozente	
ultig	.00 Salary increase Gesamt	130 2 132	98,5 1,5	98,5 1,5	98,5 100,0	
			100,0	100,0		
h what w	ay will your mobility be recognized by Not re	your sending	100,0 institution? (I		ers are possible):	
	Not re	coonized at a Häufigkeit	Prozent	Gütige Prozente	ers are possible): Kumulierte Prozente	
	ay will your mobility be recognized by ; Not re .00 Not recognized at all Gesamt	coonized at a	. I	Gütige	ers are possible): Kumulierte	
atig	.00	Häufigkeit 76 56 132 your sending ecity (replies	Prozent 57,6 42,4 100.0 institution? (i see below):	Gültige Prozente 57,6 42,4 100.0 Multiple answe	Kumulierte Prozente 57,6 100,0 ws are possible):	
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u what w	,00 Not recognized at al Gesant ay will your mobility be recognized by Other, please sp	coonized at a Häufigkeit 76 56 132 your sending ecity (replies Häufigkeit 113 19 132 please specif Häufigkeit	Prozent 57,6 42,4 100.0 institution? (i see below): Prozent 85,6 14,4 100,0 y: Prozent	Gülige Prozente 57,6 42,4 100,0 Multiple answe Gülige Prozente 85,6 14,4 100,0	Kumulierte Prozente Prozente S7.6 100,0 rrs are possible): Kumulierte Prozente Kumulierte Prozente	Other especification
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compensation through reduced teaching load count the international teaching into my own individual teaching hours (like it is done at other universities) Crediting towards the teaching load Deputatsreduktion / reduction of teaching load Rexchange of experiences, simplifying procedures by standardizing workflows in the EUX+ campuses happier life cial and time support to include the international experience into my curriculum Having the fina nizing stay abroad and- more importantly - help in organizing replacement (teaching) at home institution! I would not need further recognition. It is a great advantage not needing holidays to take part at the mobility, and to get atonetary support I wouldn't need specifically recognition but help in context of organization deputies during mobility Improvement of language skills and intercultural competences In the case of teaching at another institution should count towards my regular tea it should be embraced by the staff Key problem is availability of time less other tasks

ooking the involved efforts fairly against the compulsory workload

	part of my work, not as an extra burden/my private interest	1	0,8	0,8	90,9
	participation with collegues / preparation	1	0,8	0,8	91,7
	Personally, I don't care. I am rather self-	1	0,8	0,8	92,4
	motivated and see the benefit for my personal development.				
	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	1	0,8	0,8	95,5
	home university, participation in language classes, participation in				
	classes about the partner's country				
	culture Relief through reduction of teaching	1	0.8	0.8	96.3
	load				
	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	1	0,8	0,8	97,3
	an international school, compensate my spouse's higher income				
	to find the time to go abroad is critical	1	0.8	0.8	98.
	When I give a lecture at some other university this is work and I have to do	1	0,8	0,8	99,3
	this on top of my normal work. Sorry,				
	that's no deall would be great to receive SWS for	1	0.8	0.8	100.0
	teaching abroad				
	Gesamt	132	100.0	100.0	
	Other,	please specify	r -	Gütige	Kumulierte
		Häufigkeit	Prozent	Prozente	Prozente
sana	A means to foster and strengthen	104	78,8	78,8	78,8
	cooperation.				
	a way to further develop h_da a way to get more intercultural	1	0,8	0,8	80,3
	knowledge				
	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	1	0,8	0,8	82,6
	skills and to connect with foreign				
	cultures				
	a way to reflect own routines	1	0,8	0,8	
	cultures a way to reflect own routines broaden my horizons broaden network and strengthen	1	0,8 0,8 0,8	0,8 0,8 0,8	84,
	cultures a way to reflect own routines broaden my horizons broaden network and strengthen collaboration	1	0,8 0,8	0,8 0,8	84,1 84,8
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# 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 toir

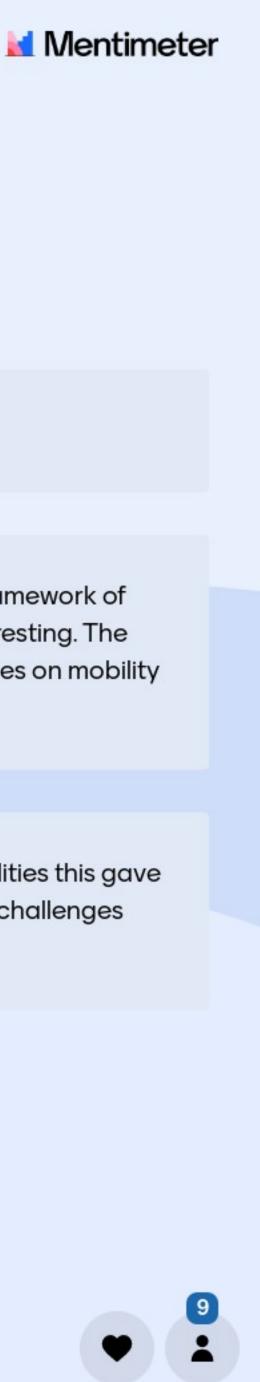
The most beneficial parte of today's meeting was learning about the problems that the RTU faces regarding the payments of the incoming and outgoing students and staff

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 very good overview and understanding the challenges that need to b addressed



### 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

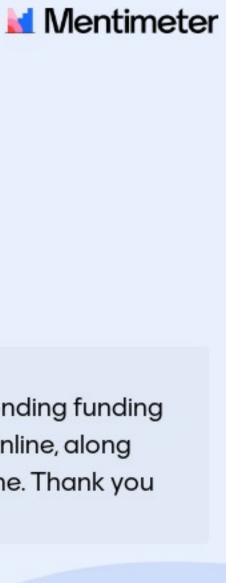
the technical presentation of the speakers allowed a better understanding of the expectations of the project responses.

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.

Funding regulations within MS-programme

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.

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





#### Biggest challenges you face with these projects 6 responses

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

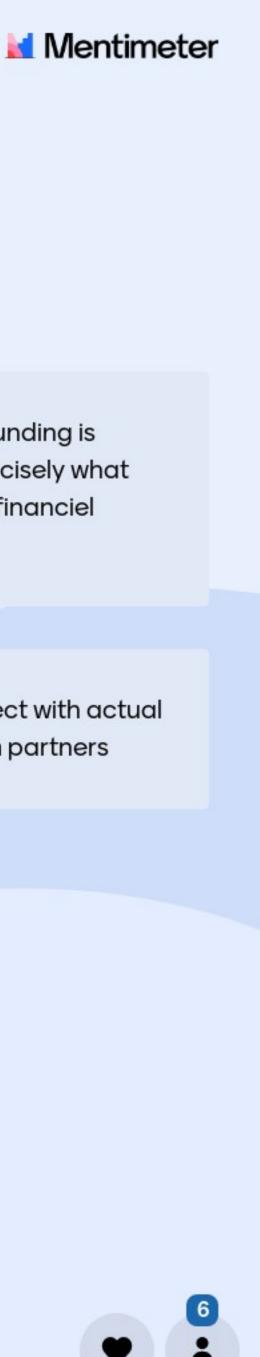
There is no scope for any nationally agreed pay increases as the salary is set for the period of the grant.

I have not yet faced a big challenge so far.

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

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

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



# Instructions





### **Biggest learnings today** 13 responses

Interesting to learn different financial regulations within EUT+ Funding cooperation partner institutions Everything was very interesting ,necessary and usefully. Eberythink was interesting Discovering the organizations of other universities is very enriching. The exchanges between the participants are Interested to note the finding model for phase 2 of project. Also future plans for EUT+ project and future partners. interesting.

Ingars Erins presentation about data analysing

Great

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.

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

Everything was interesting and useful. Thanks.

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





### Biggest challenges you face with these projects

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



