

Staff mobility as a strategic pathway to broaden and reinforce internationalization

**Janerik Lundquist
Linköping University
Sweden**

**Are the reasons for limited staff mobility
in higher education more organisational
than personal?**

Do we face a situation at higher education institutions where the organisation per say is hampering staff mobility?

**Staff mobility is not just the
responsibility for the international
office**

It is important to stress that staff mobility should not be restricted to academics

**Universities need to spell out the
benefits of staff mobility more
clearly**

**Apparently we can very often find
a gap between 'rhetoric and
reality' in the strategies for staff
mobility at HE institutions**

Could the solution be “the doing of new things or the doing of things that are already done in a new way”?

Academic staff mobility not only constitutes a part of the university's internationalization strategy – it is of great importance to *academic staff development* as well

A study run Sweden last year showed that less than 20 % of the researching and teaching staff had ever taken part in some kind of international mobility of at least 1 week related to their work

Staff mobility is to be seen as an *academic staff development tool* and hereby has a very evident relation to Human resources management (HRM)

There is still a lack of Human resources management initiatives to support and manage academic staff mobility *as a staff development tool*

One precondition to create a change and to reach the goals will demand that we put the Human resources management unit on a prominent position in this process

**The Human resources management unit
in this context plays one of the most
important roles in coordinating all these
efforts**

The most important effects of staff mobility are personnel development and institutional capacity building and this should be coordinated by the Human resources management unit

It is important for all of us to contribute to a raised awareness of the positive effects of staff mobility on internationalisation and to take all necessary steps to decrease obstacles

Thank you