

# The Strategic Importance of Staff Mobility for Modern Universities

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Capitals of Europe



SAPIENZA  
UNIVERSITÀ DI ROMA



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UNIVERSITÀ DI ROMA

[www.uniroma1.it](http://www.uniroma1.it)



about 112,000 Students

about 4000 Teaching Staff Members

About 4000 Administrative and Technical Staff



**UNICA is an institutional network  
of 46 universities from  
35 capital cities of Europe,  
combining over 150,000 staff  
and 1.800,000 students  
since 1990**



Network of Universities  
from the Capitals of Europe



# CLUSTERS OF ACTIVITIES

## INTERNATIONALISATION & MOBILITY:

- International Relations Officers meetings
- Student Conferences
- University PR & Communication
- Summer & Winter Schools

## EDUCATION:

- UNICA EDULAB (former Bologna Lab)
- Student-Centered Learning

## POLICY & STRATEGY:

- Contact with European institutions and decision-makers
- Rectors Seminars
- Scholarly Communication



## MISSION & LINK WITH SOCIETY:

- City – University Cooperation
- UNICA GREEN (formerly UGAP)



## RESEARCH & DEVELOPMENT:

- EU Research Liaison Officers
- UNICA PhD MASTER CLASS on doctoral supervision

## UNICA as Partner (selected projects)

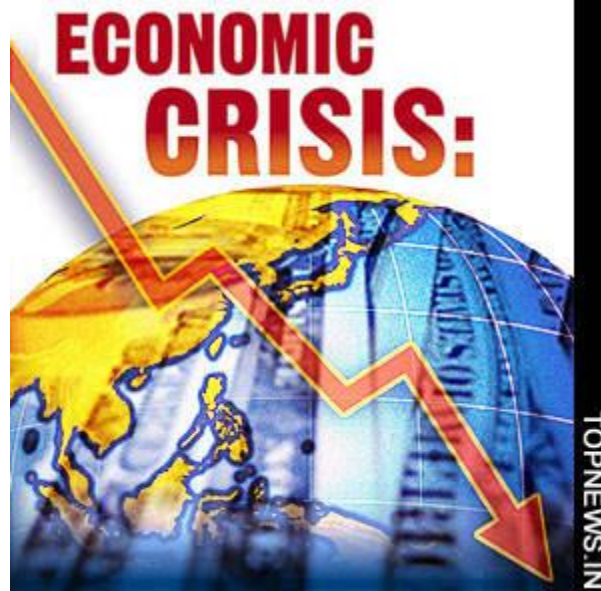
- **LEAD** - Governance and Academic Leadership of Chinese and European Universities in the Context of Innovation and Internationalisation (Erasmus+) - UNICA develops training courses for university leadership
- **CALOHEE** - Measuring and Comparing Achievements of Learning Outcomes in Higher Education in Europe (Erasmus +)  
- UNICA is Member of Advisory Board
- **HousErasmus+** - Improving Mobility and Accommodation (Erasmus+)  
- UNICA coordinates study visits
- **PRIDE** - Professionals in Doctoral Education: Supporting skills development to better contribute to an European knowledge society (LLP) - UNICA leads Dissemination
- **PASCL** - Peer Assessment in Student-Centred Learning (LLP) - UNICA coordinates study visits

## UNICA as Coordinator

- **UZDOC** - Enhancing quality of doctoral education at Higher Education Institutions in Uzbekistan (TEMPUS IV – Structural Measures)
- **RUMI** - Réseau des Universités Marocaines pour l'Enseignement Inclusif (Network of Moroccan Universities for Inclusive Education) (TEMPUS IV - Structural Measures)

# **INTERNATIONALISATION AS A STRATEGIC GOAL OF MODERN UNIVERSITIES**

**Is internationalisation necessary?**





not a dessert...



**..but the main course...**



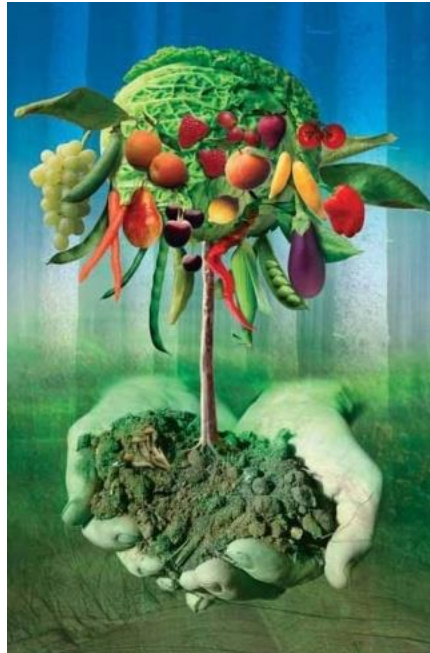
# Increasing QUALITY of our universities by internationalisation

- Benchmarking
- Development of policies and strategies
- Development of strategic partnerships
- Creation of an excellent learning and research environment by favouring exchanges of knowledge and expertise)
- Attractiveness of good students and teachers
- Career development of administrative Staff

# Erasmus Teaching and Administrative Staff mobility to improve quality and reputation

1. networking

2. internationalisation at home





# IMOTION

## Integration and Promotion of Staff Training Courses at Universities across Europe

<http://staffmobility.eu/>

<http://staffmobility.eu/>



### Search your staff week

Explore by country, language, or target group.



### Search your job shadowing

Follow and watch another worker for training or research.



### Apply for a job shadowing or as an expert

Register to participate as a trainer or speaker or for job shadowing.



### Create your own staff week

Advertise the staff weeks you organize and collect registrations.

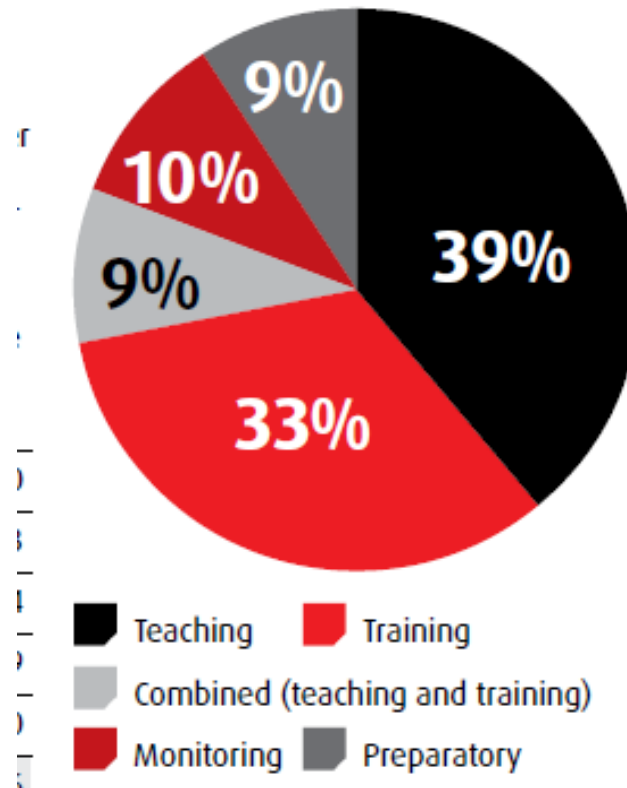
# Reflecting on the REALISE SURVEY

**Table 2 – administration segment  
(n. of responses and %)**

International relations	<b>222</b>	32%
Admissions	19	3%
Student services	<b>91</b>	13%
HR	14	2%
IT	34	5%
Finance/accounting	12	2%
Library	<b>80</b>	12%
Infrastructure/technical services	22	3%
Administration at departmental level	<b>83</b>	12%
Other	<b>113</b>	16%
<b>Total</b>	<b>690</b>	

# Reflecting on the REALISE SURVEY

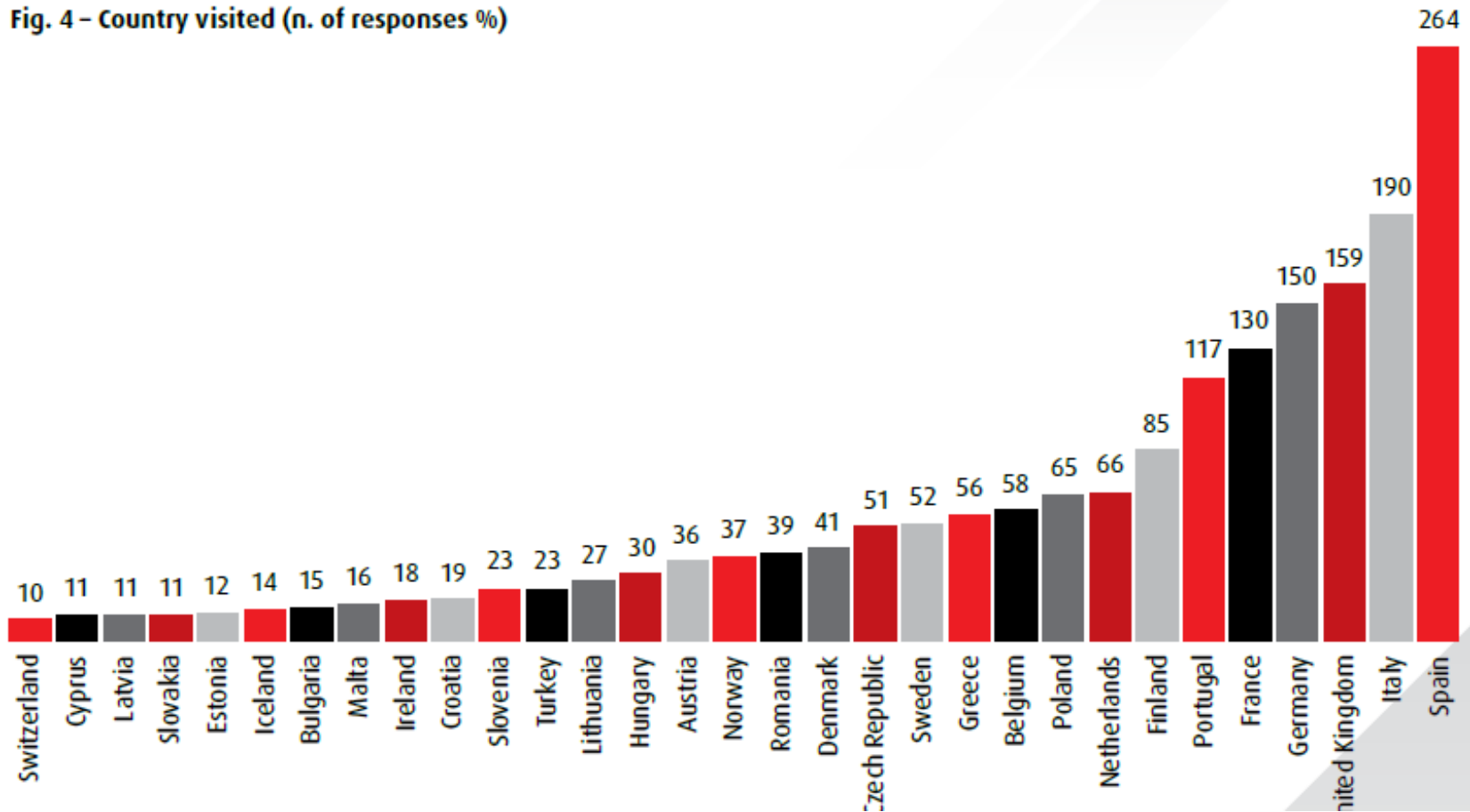
Fig. 3 – Type of visit (%)





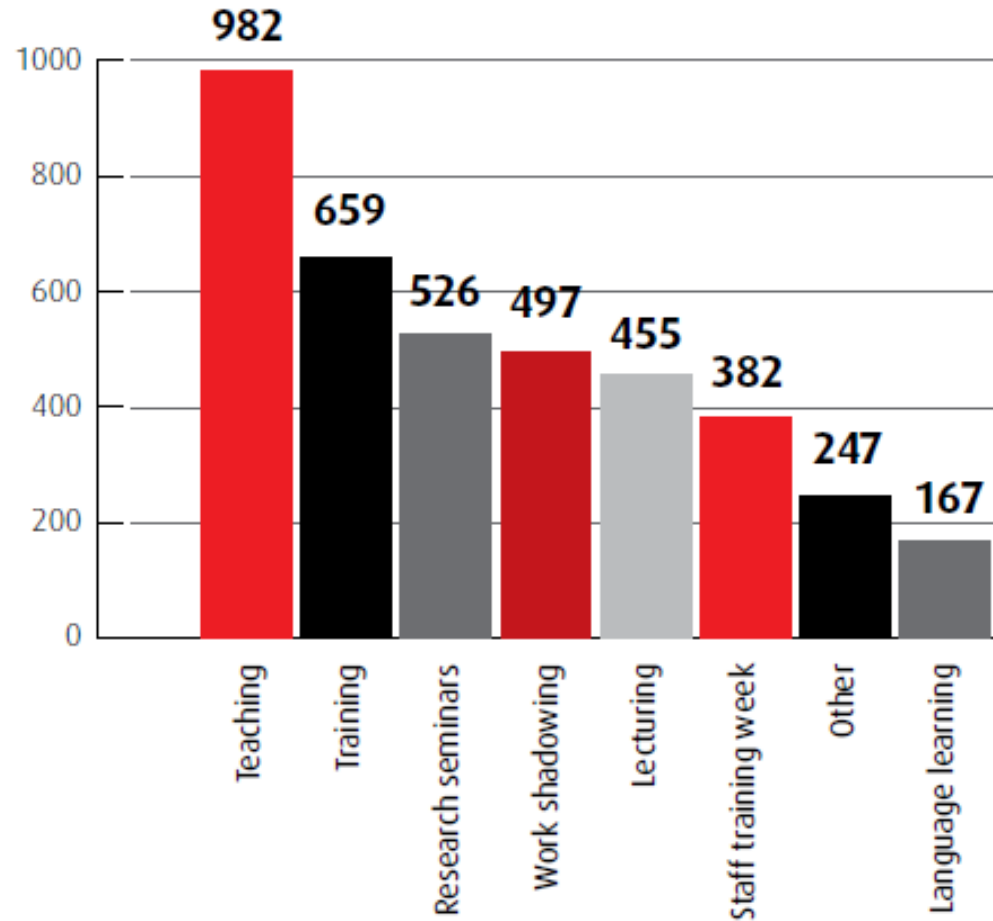
# Reflecting on the REALISE SURVEY

Fig. 4 - Country visited (n. of responses %)



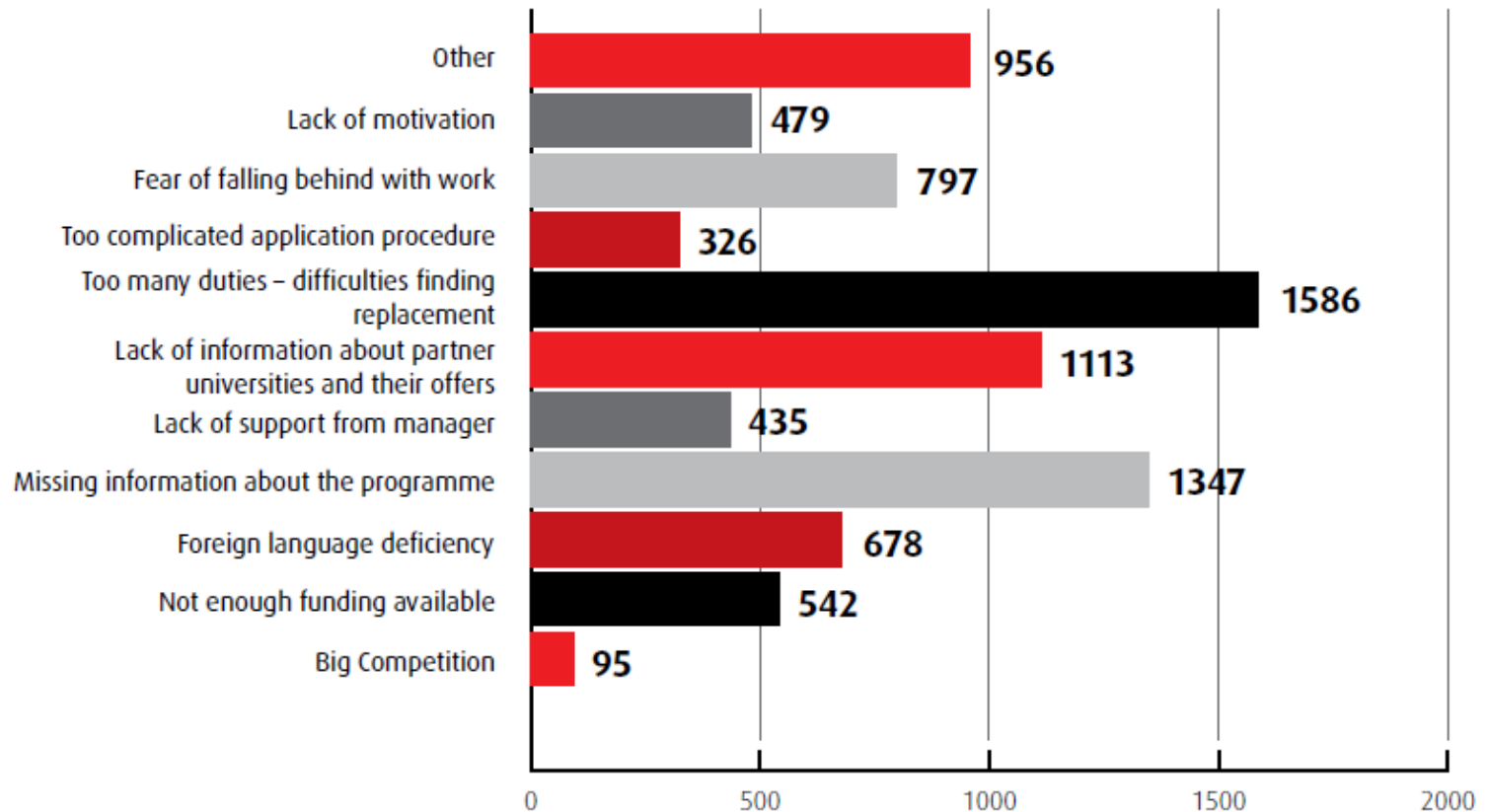
# Reflecting on the REALISE SURVEY

Fig. 5 - Activities undertaken during the visit (n. of responses)



# Reflecting on the REALISE SURVEY

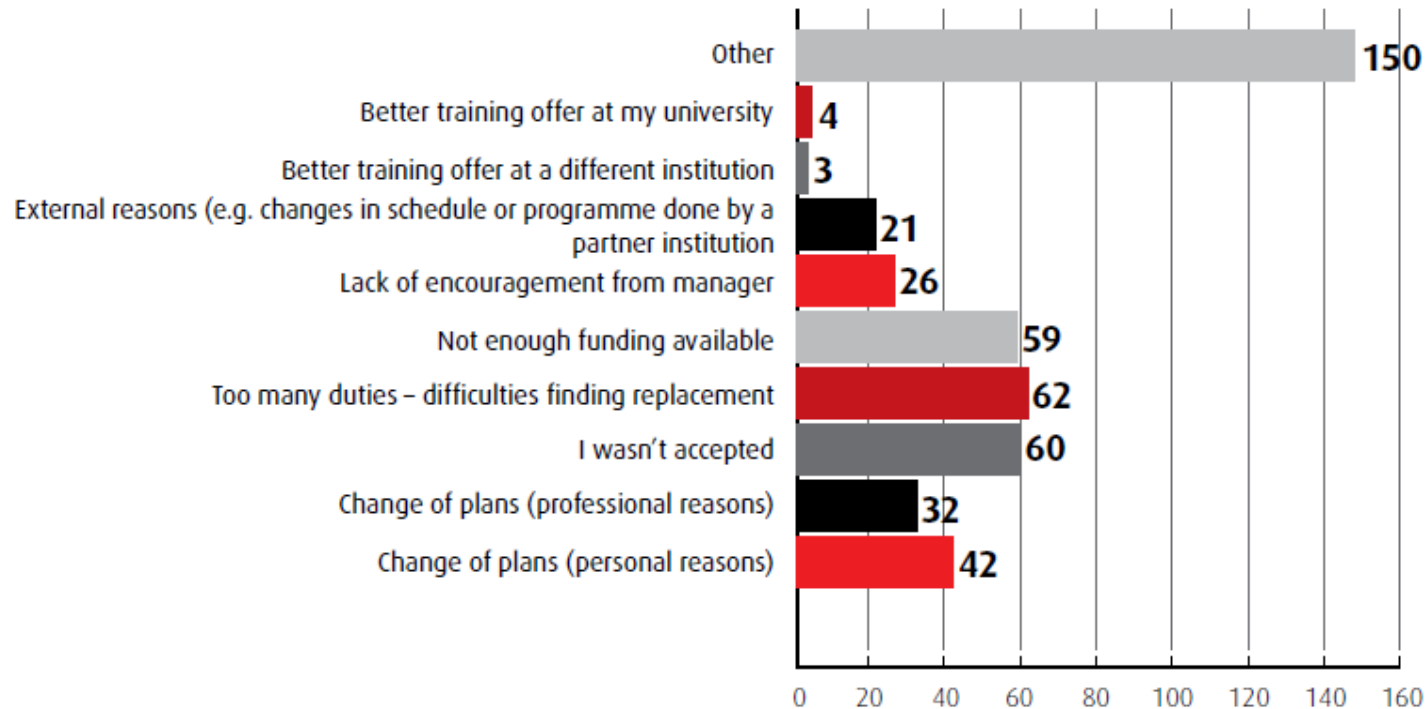
Fig. 6 – Reasons for not applying for Erasmus mobility (n. of responses)



# Reflecting on the REALISE SURVEY

## Reasons for NOT taking up mobility once application has been made

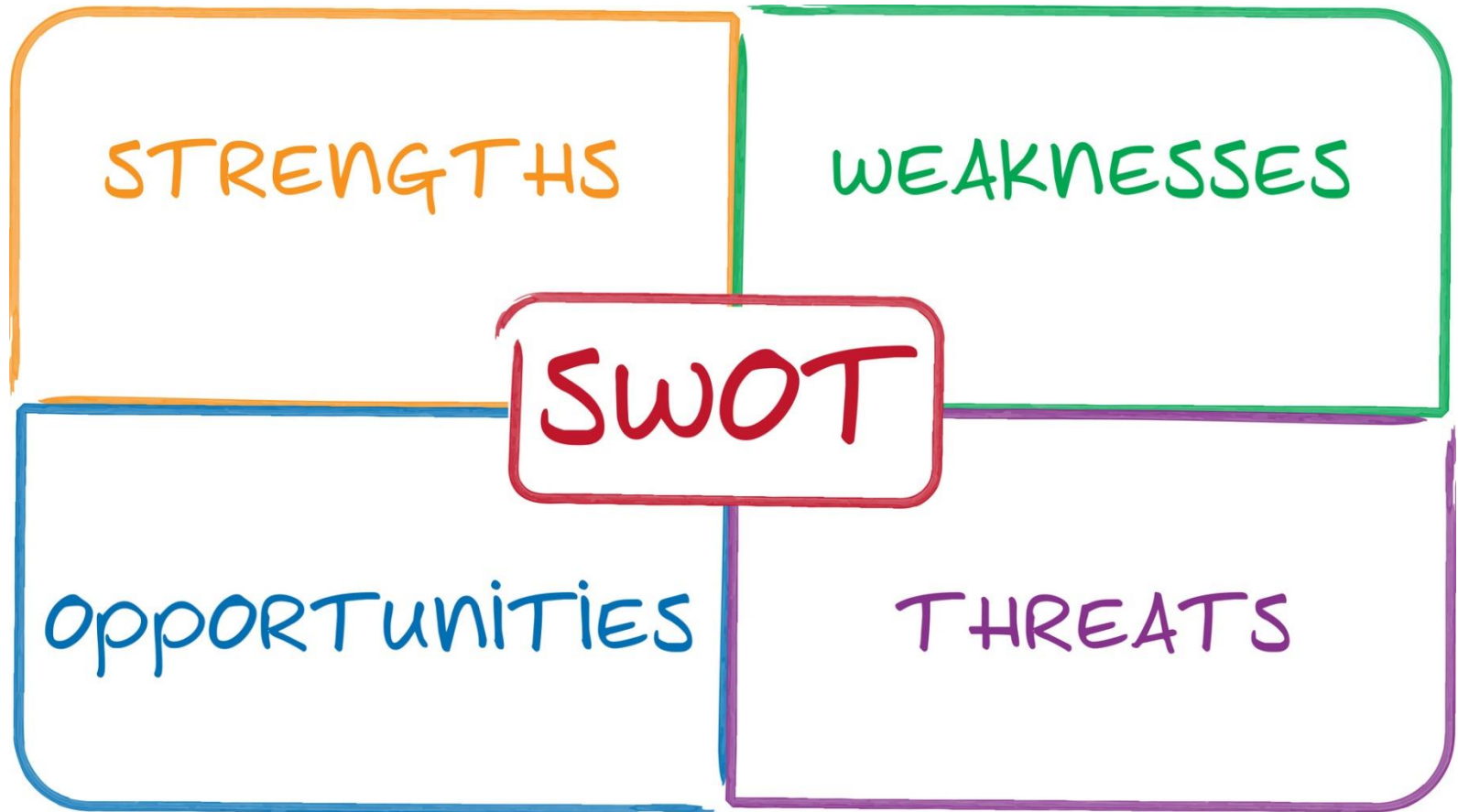
Fig. 7 – Reasons for not taking up mobility once application has been made for Erasmus mobility (n. of responses)



# Enhancing the quality of Staff Mobility

- PROMOTION
- SELECTION
- RECOGNITION
- STRATEGIC PARTNERSHIPS
- INCREASED FUNDING

# The importance of strategic planning



Thank you for your attention

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