



# 3<sup>rd</sup> International Newsletter

Dear reader,

Welcome to the third issue of the REALISE newsletter! In this number we are delighted to sum up the final activities of our project.

We are proud to have produced the *"Handbook of Good Practices"* which is a useful tool for staff mobility implementation and enhancement in all the universities participating to the Erasmus+ program. It could be also an instrument to facilitate the recognition process and enforcement of internationalisation universities strategies.

Moreover, we want to share with you the results of our training week in Ghent that has deeply improved skills and competences of of around 100 staff members who have actively participated to the workshops provided in order to overcome the new challenges of staff mobility.

Finally, we would like to share with you the results of our latest dissemination actions that have involved not only university authorities but also other stakeholders with the aim of spreading the knowledge on the initiative.

And now we hope that the project we have developed could be helpful for all of us.

The REALISE Team



## Summary

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## REALISE PROJECT OVERVIEW

The project pursues 3 SPECIFIC OBJECTIVES:

1. Identify and develop innovative practices regarding the implementation of the Erasmus+ programme for staff mobility.
2. Foster the recognition of mobility in the career development of academic, administrative and technical staff in HEIs.
3. Raise institutional awareness about the added value of staff mobility and promote its contribution to HEIs' internationalization strategies.

10 universities from 10 countries are involved in the project:

- Université Paul-Valéry Montpellier, France (Coordinating institution)
- Linköping University, Sweden
- Uniwersytet Warszawski, Poland
- Middlesex University, United Kingdom
- Universitat de Barcelona, Spain
- Universidade de Coimbra, Portugal
- Universiteit Gent, Belgium
- Univerza v Ljubljani, Slovenia
- Humboldt Universität zu Berlin, Germany
- Università degli Studi di Catania, Italy

The 10 universities (and their associated partners) have worked together over a three-year period (2016-2019) to deliver constructive outputs:

1. A set of survey tools to assess mobility practices in a number of European countries.
2. A comparative quantitative and qualitative analysis of staff mobility across Europe.
3. A Handbook for improved implementation of the Erasmus+ programme for staff mobility
4. A Training module on how to improve staff mobility activities in European HEIs.

The conclusions of the policy dialogue engaged at different levels (to be published in the next few months.)

The project expects the partners' practices in the implementation and management of the Erasmus+ programme for staff mobility to be durably improved, especially the recognition and promotion of mobility in professional development, and innovative recommendations to be made to a wider range of European HEIs.



## THE REALISE HANDBOOK

The REALISE partners and Associate Partners have tested a large number of tools and actions that were gathered in the REALISE Toolbox.

This Testing Phase was undertaken in order to set guidelines and procedures to enhance universities' practices by giving all necessary information to adapt and implement those actions in other Higher Education Institutions (HEIs) throughout Europe.

All the tested actions have been compiled in the [REALISE Handbook of Good Practices](#), accessible for free on the [REALISE website](#) and seeks to:

- Identify and develop innovative practices for the implementation of the Erasmus+ programme for HEI staff to benefit from its maximum potential;
- Improve and foster the recognition in HEI staff's career development;
- Raise institutional awareness about the added-value of staff mobility and promote its contribution to internationalization strategies.

The idea behind the production of this Handbook is that by improving the implementation of Erasmus+ staff mobility across Europe, the REALISE project aims to give HEIs elements that will lead them to increase their international outreach and visibility.



## LATEST DISSEMINATION ACTIONS: STAFF TRAINING WEEK IN GHENT

The REALISE partners organized from May 14<sup>th</sup> to May 16<sup>th</sup> 2019 an international staff training week entitled “[Staff Mobility in the Spotlight](#)” in Ghent University (Belgium).

Through this training, the consortium gave the 87 participants (from 20 different countries) all relevant information and key guidelines to implement a strategy with a view to increase the quality and the recognition of Erasmus+ staff mobility in their institution.

The programme of the event has been put together in accordance with the content of the REALISE Handbook of Good Practices and has evolved around 3 main Workshops among other activities:

- Developing staff mobility as a strategic pathway to broaden and reinforce internationalization
- Promoting staff mobility programmes and disseminating results
- Exploring good practices for managing staff mobility



This Staff Training Week has met great success, and all the material used for its animation is available on the REALISE website

This event has been a “trial run” of an output of the REALISE project: the **Training Module** on how to improve staff mobility activities, carrying the same name as the Staff Training Week: **Staff Mobility in the Spotlight**.

## LATEST DISSEMINATION ACTIONS: THE NATIONAL SEMINARS



As part of the dissemination process of the project's activities, results and recommendations, but also as a part of the Policy Dialogue engaged by the consortium, [8 National Seminars](#) have been organized in 8 countries:

- France: January 24<sup>th</sup> 2018
- Italy: September 28-29<sup>th</sup> 2018
- Sweden: November 06-07<sup>th</sup> 2018
- Portugal: April 11<sup>th</sup> 2019
- United Kingdom: May 1<sup>st</sup> 2019

- Poland: May 6<sup>th</sup> 2019
- Germany: May 21<sup>st</sup> 2019
- Belgium: May 24<sup>th</sup> 2019

Overall, these events have met good success and registered a high number of participants, who included IRO staff members and Heads of IRO from other Higher Education Institutions, but also Heads of Human Resources departments, Erasmus+ national agencies and ministries, all stakeholders in the future and in the improvement of Erasmus+ staff mobility quality and recognition.





# REALISE

"Realising the potential of the international mobility of staff in higher education"

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