

Staff Mobility at DMU - a #DMUglobal Case Study

Wednesday 1 May 2019



Overview of #DMUglobal

In 2014, we launched an international experience programme for De Montfort University (DMU) students which aims to...

- **Enrich studies**
- **Broaden cultural horizons**
- **Develop key skills valued by employers**

... by offering them opportunities to **study**, **work** and **volunteer** overseas as part of their studies





Our Mission


- **Embed internationalisation** on campus
- Engage with **universities and businesses** worldwide to offer meaningful experiences
- Evolve **exchange activity** through established programmes such as **Erasmus+**
- Raise **cultural awareness** and enhance the **language skills** of students



Successes to date

 **10,000+** students have gone overseas on mostly short term experiences (1-2 weeks)

 **300+** staff members have led opportunities, studied a language or supported the programme

 **800+** overseas opportunities in total

 **96%** average student satisfaction



Strategic achievements



We are currently on track to send over **13,000** students overseas by 2020



In 2016 and 2018, we won the **Outstanding International Strategy** category at The Times Higher Education Leadership and Management Award (**THELMAs**)



#DMUglobal is cited as one of the top reasons why students choose to study at DMU



DMU's International Strategy

Embracing staff as well as students in the international agenda, and offering them more opportunities has been a focus of the new 2018-2023 strategy...



**GLOBAL
INSTINCT**
INTERNATIONAL STRATEGY 2018 - 2023



Global Instinct 2.0

Excerpts...

‘The DMU experience helps build active global citizens – students, graduates and staff who embrace confidently a lifelong engagement with an international community that begins where they stand and extends across the world, in every direction.’

‘Every student, staff member and alumnus will be encouraged to become a life-long active global citizen, embodying global citizenship through education and its power to change’



Staff Mobility at DMU



Staff Mobility - implementation

What does an institution need to do, to ensure it is supporting staff mobility/ internationalisation?

At DMU, we have taken the following approach to ensure the words become reality...

1. Financial support – Through #DMUglobal we support staff with around £110k in costs for overseeing trips with students. A further £15k for seed funding, and £25k for strategic projects and mobility



Staff Mobility - implementation

2. Staffing and Resource – Central management of staff mobility in #DMUglobal, ensuing alignment with strategic objectives. Only small time commitment for promotion, intranet/systems, assessment and payments

3. Senior Management Support – all staff mobility initiatives and spend is endorsed by Executive Board. Funding is already secured, but demonstrating the business case, benefits to DMU etc. helps convince them of the value. Also top level approval can help with dissemination



Staff Mobility - implementation

4. Systems and Processes – developing a system and fair system for receiving and reviewing applications is key. Set response times, be flexible and encourage users and access to get more staff involved. Lengthy forms and bureaucracy don't work!



#DMUglobal student opportunities



Premise

#DMUglobal opportunities require staff to design and deliver short-term overseas experiences for students

- Usually 1-2 weeks in length
- Organised in cooperation with partners, businesses, alumni etc.
- Link opportunities to student learning
- More than 300 staff have organised over 800 trips in 5 years



Benefits

Whilst not strictly staff mobility, #DMUglobal has internationalised the staff body in the following ways:

- They now think internationally and embed experiences in their programmes
- Staff report soft skill development akin to students
- Facilitated their research
- Improved relations with recruitment/TNE and exchange partners
- Improved NSS/student satisfaction where international opportunities are offered



#DMUglobal Seed Funding



Premise

New staff mobility fund launched in February 2019 to foster more student and staff mobility opportunities:

- Focused solely on developing mobility opportunities and links with partners
- Funding up to £1400 per mobility
- Simple application and approval process
- Freedom for staff to choose dates, duration, destination



Examples of staff mobility

- **School of Design** – staff visit to Cornell University to cooperate on UN SDG project, leading to June 2020 student trip
- **Pharmacy** – Planned visit to Toronto to meet Pharma companies and local universities. Developing recruitment, exchange and student trip for February 2020
- **Textile Design** – Teaching workshop (2 days in Shanghai) with recruitment outcomes and student trip for April 2020



Global Instinct Project Fund



Premise

The Global Instinct Project Fund provides flexible small-scale project funding (up to £2.5k) with a 'light-touch' application process to support internationalisation – in all its forms – across the University.

- Open to academic and professional services
- Maximum £2.5k per project or mobility
- Must promote the internationalisation agenda



Assessment criteria

- The project or mobility should demonstrate innovation, novelty and sustainability
- International research-related activity, should indicate explicitly how this will benefit the research environment (one of the specific dimensions of the REF)
- Funding should not be sought for travel that would be considered ‘business as usual’



Outcomes

- A report is required from the applicant three months post-funding, highlighting impact and any requirement or opportunity for immediate follow-on funding/proposed activities
- Successful applicants invited to an event so that stories of good practice can be shared across the institution to solidify institutional culture and promote staff mobility



Impact and Outcomes



What does success look like?

At DMU since we implemented these activities we have seen the following:

- Improved **staff morale and attitudes** towards international activity (recruitment, mobility etc.)
- New or existing **research has been enhanced** by support overseas mobility (research papers, poster presentations, conference representation)



What does success look like? (ii)

- New exchange and TNE **partnerships developed** or strengthened. Staff have organised short-term #DMUglobal trips as a result
- Greater staff understanding of **CPD benefits** and personal benefits from staff articulated through good news stories and showcase events on campus
- **Widening net of internationalisation** – professional services staff more involved than academics now



Lessons and Tips

- ✓ Staff like bidding for funding
- ✓ Staff hate bureaucracy and forms – simplicity!
- ✓ Promotion and engagement is non-stop
- ✓ Alliances can be made with areas where you may need something/cooperation
- ✓ Take a holistic approach to how staff mobility can benefit everyone (staff, students and partners)





#DMUGLOBAL
INTERNATIONAL EXPERIENCES
THAT PUSH BOUNDARIES

