

IMOTION

ERASMUS STAFF TRAINING

www.staffmobility.eu

Integration and Promotion of Staff Training Courses at Universities across Europe

Joint Workshop of University Networks

Integration and Promotion of Administrative Staff Training at

Universities across Europe:

IMOTION Final Conference

University Foundation, Rue d'Egmont 11, 1000 Brussels

9 September 2014

Registration on <http://staffmobility.eu/page/registration>



Network of Universities
from the Capitals of Europe



SGROUP
EUROPEAN
UNIVERSITIES'
NETWORK



European Association



Erasmus Coordinators



SAPIENZA
UNIVERSITÀ DI ROMA



Lifelong
Learning
Programme

This event has been funded by the European Commission through the Lifelong Learning Programme.

Target audience: university management, university staff organising training activities, Erasmus administrators, administrative and technical staff interested in competence development activities

Background

With the launch of the Erasmus+ programme, the European Commission stipulated that any Higher Education Institution (HEI) wanting to apply or participate in the 2014-2020 EU programme for education, training, youth and sport needs to have a valid Erasmus Charter for Higher Education as part of its strategy for modernisation and internationalisation. This strategy acknowledges the **key contribution of mobile staff and students**, and of participation in European and international cooperation projects, to the quality of its higher education programmes. Consequently, there are **more than 4,000 HEIs in Europe** that have an Erasmus Charter and therefore the possibility of participating in Erasmus staff training activities.

The IMOTION project (www.staffmobility.eu)

The above mentioned concepts set a foundation for the **IMOTION project - Integration and Promotion of Staff Training Courses at Universities across Europe** whose results will be the highlight of this event. The IMOTION is a one-year initiative funded by the European Commission's Lifelong Learning Programme (Accompanying Measures), launched in October 2013. Its aim is to create an **online platform** that will **centralise information** about **administrative and technical staff training events** organised in Europe.

The project is coordinated by the Network of the Universities from the Capitals of Europe (UNICA) and is composed of a consortium of European universities and networks including Sapienza University of Rome, Ghent University, Santander Group European Universities' Network (SGroup), Compostela Group of Universities (CGU) and the European Association of ERASMUS Coordinators (EAEC).

The **rationale** behind the initiative is that a better promotion of Erasmus staff training will **increase** the number and quality of administrative and technical staff from Higher Education Institutions participating in training activities. It will also **help** staff from offices different from mobility or international relations to have better access to the training activities, for example staff working in doctoral education, welcome and support services, press and communication, libraries, accountant and financial, Information and Communication Technology (ICT), etc.

Making the information easily accessible and promoting these events will also help the process of **"internationalisation at home"**, giving the staff of the organising institution the opportunity to follow training events and to get in contact with international colleagues who are spending a mobility period in their institution.



The Final Conference

The event will bring together **both members and non-members** of the European Universities' Networks to exchange their practices and experiences in a series of panel sessions and round-table discussions.

The Conference is the **fifth in series of initiatives** organised jointly by UNICA, the SGroup, and the Compostela Group Networks, following successful seminars on the University Collaboration in Adult Education (2010), Successful Management of the Erasmus Mundus Joint Doctoral and Master Programmes (2011), and specialised workshops on academic collaboration in Higher Education with strategic regions such as China (2012) and Sub-Saharan Africa (2013). This Conference will also involve the participation and support of the European Association of Erasmus Coordinators (EAEC), partner in the IMOTION project.

In the course of panel sessions, case study presentations and demonstrations, the participants will **explore current challenges** for organisations and employees to face the latest trends in the work environment and **discuss quality assurance** of staff training. **Alternative approaches** to staff training (for example volunteering) will be discussed as well as **institutional strategies** on integration of staff training at universities.

Programme

Tuesday, 9 September 2014

Venue: University Foundation, Rue d'Egmont 11, 1000 Brussels (Belgium)

Overall Chair: Luciano SASO, Deputy Rector for International Mobility, Sapienza University of Rome, Member of the UNICA Steering Committee and the SGroup Executive Committee

Lobby (ground floor), University Foundation

08:30 – 09:15 Registration and welcome coffee

Félicien Cattier Conference Room (ground floor), University Foundation

09:15 – 09:20 Welcome by Luciano SASO, Deputy Rector for International Mobility, Sapienza University of Rome, Member of the UNICA Steering Committee and the SGroup Executive Committee

09:20 – 10:40 *What are the competences needed for the future?* Keynote speeches

- Gerry MURRAY, CEO, Wide Circle
- Hans-Georg VAN LIEMPD, Tilburg University, EAIE President

10:40 – 11:00 *What is a university professional?* - introduction to the discussion panel by Jan DEN HAESE, HR Development Manager, Vrije Universiteit Brussel

11:00 – 11:45 Discussion panel with the participation of: Jan DEN HAESE (HR Development Manager, Vrije Universiteit Brussel), Gregory MAKRIDES (President, European



Association of Erasmus Coordinators), Eva GAREA OYA (Coordinator STELLA programme, Compostela Group), Michael GAEBEL (Head of the Higher Education Policy Unit, European University Association)

Lobby (ground floor), University Foundation

11:45 – 12:15 Coffee break

Félicien Cattier Conference Room (ground floor), University Foundation

12:15 – 13:00 Institutional strategies on integration of staff training at universities

- Lucas ZINNER, Head of the Research Service and Career Development Department, University of Vienna
- Tiina KOSUNEN, Head of Development, International Affairs, University of Helsinki
- Barbara COSTA, Project Manager, University of Porto

Lobby (ground floor), University Foundation

13:00 – 14:00 Lunch

Félicien Cattier Conference Room (ground floor), University Foundation

14:00 – 14:15 Alternative approaches to staff training: case study

Employee Volunteering by Filip VAN MULLEM, Founder of Human Business (Hu-Bu), Communication & Development Manager at Be Face

14:15- 14:35 Funding opportunities for staff training under Erasmus+ by Vanessa DEBIAIS SAINTON, Head of Sector - Erasmus Unit, European Commission

14:35 - 14:45 Brief report on the IMOTION project by Giorgio MARINONI, Project Manager, UNICA

14:45 – 15:00 Official launch of the IMOTION platform and video

by Luciano SASO, Deputy Rector for International Mobility, Sapienza University of Rome, Member of the UNICA Steering Committee and the SGroup Executive Committee

15:00 – 15:45 Testimonials on staff training:

- Marjo VAN DER VALK-KUIJPERS, Technical University of Eindhoven
- Alexandra DEMOUSTIEZ, Université Libre de Bruxelles
- **interactive session with Conference participants** chaired by Gregory MAKRIDES (President, European Association of Erasmus Coordinators)

15:45 – 16:00 Closing by Vanessa DEBIAIS SAINTON, European Commission, and Luciano SASO, Sapienza University of Rome

Lobby (ground floor), University Foundation

16:00 - 17:00 Cocktail reception



Biographies of speakers*



Barbara Costa is Erasmus Mundus Action 3 Project Manager at the University of Porto. She has been working in higher education international relations since 2000. She specialises in developing strategic partnerships with Latin America as well as African, Caribbean, and Pacific countries. Over the past years she has specialised in the implementation of academic mobility through EC-funded projects such as EuroBrazilian Windows I and II, Mundus 17, Mundus ACP I and II involving a total budget of 22 million euros. She supervises mobility flows and legal framework for university collaboration with overseas countries.

Vanessa Debiais-Sainton is the Head of the Erasmus+ Higher Education sector in DG Education and Culture of the European Commission. She studied Chemical Engineering at the Ecole Nationale Supérieure des Industries Chimiques in Nancy and went on to achieve an MSc in Petrochemistry, Polymers and Plastics at the Institut Français du Pétrole (Rueil Malmaison, France) in collaboration with Mc Gill University (Montreal, Canada). During this time she also worked as a Process Engineer for BP Chemicals. In 2000, Vanessa joined the SOLVAY Research Center in Brussels as Project Manager. She left the chemical industry in 2006 to work as a Scientific Project Officer at the European Commission in DG Research and later moved to DG Education and Culture.



Alexandra Demoustiez works as Environment Coordinator & Mobility Manager at the Université Libre de Bruxelles (ULB). She heads Coordination environnementale, a department in charge of implementing and managing the environmental management of all ULB sites. She holds a Master degree in Economics & Management and a Master in Environment. After 18 years in the private sector, and convinced by environmental concerns, she did a U-turn in her career choosing to implement and manage the environmental policy of ULB. Within the UNICA Network, Alexandra co-chairs the UNICA Green Academic Footprint (UGAF) Core Group.

Jan Den Haese is a HR Development Manager at Vrije Universiteit Brussel, Belgium. Before joining the university in 2010, Jan developed his career as a management consultant for Career-Builders, Hudson and Celerant Consulting, designing and implementation major change programmes addressing operational, organisational and strategic challenges for local and international clients, such as Pfizer, Aventis, T-Mobile, Philips, Atlas Copco, Agfa, Swarovski and KLM. With a background in Psychology (Ghent University) and Business Science (Vlerick Leuven-Ghent Management School), Jan has built expertise in HR Strategy, HR process Optimization, organisation design, talent management and employee engagement. He advises the Public Administration of Flanders on a number of HRM related topics.



* in alphabetical order



Michael Gaebel is the head of the Higher Education Policy Unit at the European University Association based in Brussels, which focuses on issues related to higher education learning and teaching, including the Bologna Process, lifelong learning, e-learning and MOOCs, internationalisation and global dialogue. He joined the EUA in 2006, in charge of developing EUA's international strategy and global exchange and cooperation. His previous experience includes working for more than a decade in higher education cooperation and development in the Middle East, the former Soviet Union and Asia. From 2002 to 2006, he was the European Co-Director of the ASEAN-EU University Network Programme (AUNP) in Bangkok. Michael graduated with a Masters in Middle Eastern Studies and German Literature and Linguistics from the Freie University Berlin, Germany.

Eva Garea Oya has been Senior Technician for International Relations at the Universidade de Vigo, in Spain, since 2000. Since its creation in 2002, she coordinates the Stella Administrative Staff programme within the Compostela Group of Universities. Eva is the technical general coordinator of all Erasmus Mundus actions at the Uvigo, as well as of other mobility programmes, such as Science without borders with Brazil. Eva holds a PhD in Translation and Interpreting from the Universidade de Vigo. Since 1999, she is a sworn translator of English language by the Spanish Ministry of Foreign Affairs and she has carried out her professional activity as a translator and interpreter. She has equally worked as teacher and trainer (among others, she conducted staff training at the Université de la Manouba, Tunis, in 2008, on the EU programmes in higher education and project management).



Tiina Kosunen is the Head of Development of International Affairs at the University of Helsinki, Finland. Tiina has been working for the University since 1992 in various positions and fields: academic affairs, research affairs and HR. Tiina specializes in international academic recruitment, joint and shared professorships and non-academic staff exchange activities. The focus of her job is on strategy-driven solutions which enable the internationalisation efforts turn into practice. In 2013 University of Helsinki received the EAIE Innovation in International Award for its approach called "Embedded internationalisation". Internationalisation is a key component in all University of Helsinki core activities and a feature rather than a sector of activities in its own right.

Gregory Makrides is the Director of Research and International Relations at the University of Cyprus and in parallel the Executive Director of the European Office of Cyprus. He holds a Ph.D. in Applied Mathematics from the IIT in Chicago, USA. His previous positions include a teacher trainer at the Cyprus Pedagogical Institute (1995-2000) and Dean of Enrolment Management at the University of Nicosia (2000-2006). He has coordinated 9 European projects since 2002 and has been a partner in many. The most recent projects he coordinated were the CAREER-EUshop: One-stop-service shop for career guidance counselling for Europeans (2008-2010), the INENTER: Improving the placements in internships from academia to



enterprises (2010-2012), Be-Connected: Developing Liaison Offices between Academia and Industry (2009-2015), Erasmus for Young Entrepreneurs "Europe EYEs are open" (Cycle 3 and Cycle 4, 2010-2014). He is an organiser and trainer in several EU training courses, mainly for teachers, and has offered more than 60 courses since 2005, including courses on Career Guidance and Counselling. He is the President of the Cyprus Mathematical Society (CMS), the European Association of ERASMUS Coordinators (EAEC), the European Association of Career Guidance (EACG), the Mathematical Society of South-Eastern Europe (MASSEE), and the THALES Foundation of Cyprus.



Gerry Murray works with leadership teams to enable them to inspire their people and take performance to higher levels of excellence. After beginning his career in sales and marketing management in the education sector, he subsequently spent over 9 years in the world headquarters of DHL, including several years as head of leadership communications. Since 2003, he has worked with a wide variety of clients in industries such as: logistics, steel, aluminium, petrochemicals, polymers, automotive, industrial equipment, pharma and the EU institutions. He is the author of "Exploring the Future of Work: Insights for Leaders and their Teams", which is available free on request. An award-winning musician, Gerry transfers his extensive performing experience into the corporate world, particularly when it comes to coaching leaders to be better presenters and public speakers. Gerry has a degree in French & Linguistics from University College Dublin and an MBA from Manchester Business School, where he specialized in Managerial Psychology. He is a Master NLP Coach and Trainer and an accredited Harrison Assessments Talent Solutions (HATS) consultant.

Luciano Saso obtained his Master's Degree in Chemistry (summa cum laude, 1987) and his Doctorate in Pharmaceutical Sciences (1992) at Sapienza University of Rome, Italy. He is author of more than 150 original scientific articles published in peer reviewed international journals with impact factor. Besides his scientific activities, he has been working for many years as Deputy Rector for International Mobility and Erasmus Institutional Coordinator of Sapienza University of Rome, participating in several international projects in the field of pharmacology and international relations, such as EGRACONS (European GRAdE Conversion System <http://egracons.eu>) and the "International Medical School 2020" (<http://www.ims-2020.eu/>) funded under the LLP/Erasmus programme. Having always considered international mobility of administrative and technical Staff very important for the enhancement of the quality of HEIs, he has promoted five consecutive Erasmus Staff Weeks at Sapienza University of Rome (2010-2014) and in 2012 he chaired a session entitled "Erasmus staff mobility weeks: a powerful tool for networking and Internationalisation at Home" at the EAIE Conference 2012 in Dublin. Luciano is Member of the UNICA Steering Committee and the SGroup Executive Committee.





Marjo Van der Valk-Kuijpers has worked for Eindhoven University of Technology as General Manager Regional Leonardo Bureau (before UETP Zuid-Nederland) since 1995 in charge of coaching employees, financial management, initiation of projects in the field of international practical placements, e-learning courses, project management of EU programmes and knowledge transfer. She has been an Executive Board member Leo-Net (practical European placement Network) since 2000, in charge of giving direction to the Network, designing and delivering training, workshops, sessions and organising seminars in the field of European programmes under the Life Long Learning programme among others. From 2010 to 2014 Marjo has been a member General Council of the EAIE (European Association for International Education). Prior to this she was the chair of the professional section EMPLOI and Executive Board member of EAIE responsible for giving direction to the professional section EMPLOI. She also designs and delivers training for the EMPLOI section.

Hans-Georg van Liempd has been President of the European Association for International Education (EAIE) since September 2012. He works at Tilburg University in the Netherlands where he has led the Strategy Department of the University since March 2014. In 2005, he set up the International Office at Tilburg University and served as its Director until mid 2010, when he became elected as Vice-President of the EAIE. He is Chair of the Editorial Board of EAIE's Handbook for Internationalisation of Higher Education. He is also co-editor of the 25th Anniversary EAIE publication "Possible Futures: The next 25 years of the internationalisation of higher education" (September 2013). Hans-Georg is a frequent presenter at institutions and conferences around the world and is also a senior EAIE Trainer. His area of expertise concerns International Strategy in Higher Education, Leading and Managing International Operations and EU Strategy, Policies and Partnerships. He was member of the ISEP Council of Advisors in Washington DC from 2002 to 2006.



Filip Van Mullem's childhood was influenced by many cultures and languages as he followed his father, a Belgian diplomat, across countries such as Congo, Tunisia, Sweden, Germany and the UK. Once he obtained his university diploma in Politics & International Relations (ULB) and Economics (Solvay Business School), he spent his first 12 professional years in the automotive leasing world, working respectively for the Belgian Audi & Volkswagen importer, Avis Lease Europe and General Electric. In 1996, together with 3 colleagues, he co-founded Fleet Logistics International from scratch, a company specialised in fleet consulting, now a European leader present in 16 countries. In 2009, when he reached the magical age of 50, coinciding with the upcoming global CSR movement, Filip decided it was time to contribute in a concrete way by founding his innovative Human Business platform in 2009. "Hu-Bu" now connects 2000 non-profit organizations and 4000 schools to the business world through employee volunteering. That's what he calls the "Time Building" alternative.



Lucas Zinner is Head of the Research Service and Career Development Department of the University of Vienna and has 20 years of experience working in research or research related institutions. After conducting research in Mathematics and working for the Austrian Science Foundation (FWF) as programme manager he returned to the University of Vienna in 2004 where he contributed to the establishment of a central service unit in charge of research services and technology transfer. Since 2007 he has

focused on the reform of doctoral education and was in charge of setting up a new university-wide Centre for Doctoral Studies which supports the personal and professional development of doctoral candidates. He is involved in various international projects related to the Research – Education – Innovation triangle. Currently, he coordinates the European funded LLP PRIDE project dealing with the professionalisation of staff supporting doctoral education at higher education institutions. He is a recognized expert in doctoral education and was delegated by the Austrian Ministry to the ERA Working Group on Innovative Doctoral Training of the European Commission. Moreover, he also has international experience as a facilitator and trainer at workshops for PhD supervisors and leads the PhD working group in the UNICA Network.

Organising institutions[†]

Compostela Group of Universities



The Compostela Group of Universities is a non-profit international association aimed at fostering cooperation and promoting dialogue in all fields related to higher education. Founded in 1994, it comprises 67 universities, 2 associate entities and 5 mutual members from 27 different countries.

The Compostela Group was set up with three basic objectives:

Strengthening the channels of communication between the member universities, organising events for the study and discussion of different questions related to the interests of the Group and promoting mobility between members as a basis for enhancing the knowledge of European cultures and languages.

Website: www.gcompostela.org

European Association of Erasmus Coordinators (EAEC)



The European Association of Erasmus Coordinators (EAEC www.eaec.eu.com) was founded in 2004 and now has 80 member universities. It organizes the annual ERASMUS Coordinators and Go-Exchange Education Fair, known as ERACON. Member participants include ERASMUS coordinators, Bologna promoters and other officials and experts from all over

[†] in alphabetical order



Europe and beyond. The official registered office of the Association is in Cyprus with a support office in Brussels hosted by the European Office of Cyprus.

The main objectives of the Association are to enable an information and experience exchange by the European Erasmus Programme Coordinators, to promote mobility of students and research personnel in the EU, and to support the process of raising education standards and quality in the territory of the European Union.

Website: www.eaec.eu.com

SGroup European Universities' Network



SGROUP
EUROPEAN
UNIVERSITIES'
NETWORK

The SGroup is a European Universities Network founded in 1989 comprising over 30 members from 15 European countries cooperating closely to strengthen their individual potential as they strive for excellence in university governance, teaching and research approaches.

The SGroup is a dynamic platform for modern, internationally orientated universities with the aim of expanding collaboration opportunities in education and research through the transfer of knowledge and development of strategic alliances with higher education institutions worldwide. The SGroup Network serves as a gateway to Europe for academic collaboration with higher education institutions worldwide. Its mission is based on four core areas of cooperation – internationalisation strategy, academic collaboration, academic mobility, and transfer of knowledge.

Website: www.sgroup.be

Network of Universities from the Capitals of Europe (UNICA)



Network of Universities
from the Capitals of Europe

UNICA is a network of 46 universities from the capital cities of Europe. Its role is to promote academic excellence, integration and co-operation between member universities throughout Europe. It seeks also to be a driving force in the development of the European Higher Education Area.

To achieve its aims UNICA articulates the views of member universities to European institutions and to national, regional and municipal governments. It provides members with information on European initiatives and programmes, and supports them in co-operative projects.

Website: www.unica-network.eu