



TARTU ÜLIKOOL

Strategic approach towards staff mobility

UT digital platform for academic mobility for staff

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University of Tartu:



- Established in 1632
- #1 in Baltics
- top 1,2% of the worlds best universities (QS Worlds University Rankings 2018, and within the 301-350 range in Times Higher Education World University Rankings 2018)
- 4 faculties – Art and Humanities; Social Sciences; Medicine; Science and Technology
- More than 13 000 students (1200 International, over 120 PhDs given in a year); 3600 staff (50% academic staff)
- 26 Bachelor and Master degree programmes taught in English
- 72 partner universities in 26 countries

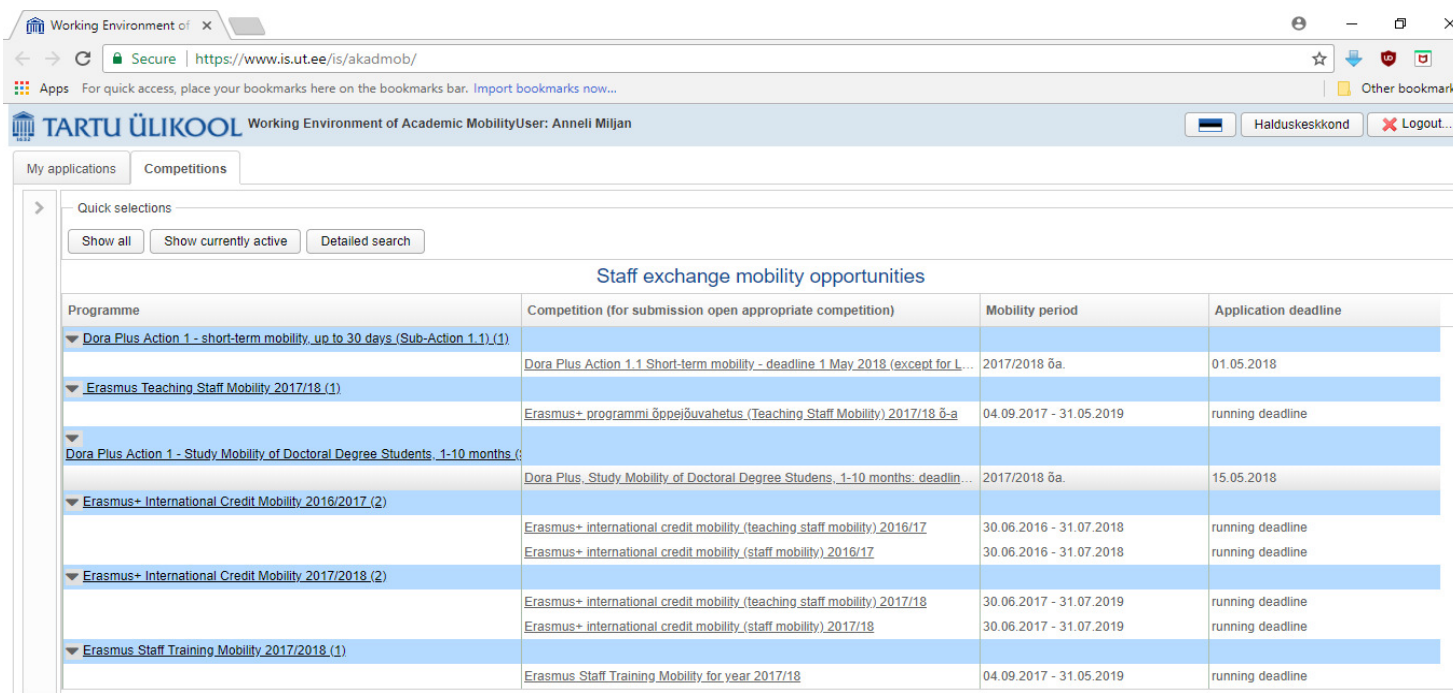
Strategic approach to staff mobility – challenges:

- How to find the right people
- How to ensure the quality of proposed staff training/workshop/International week etc
- Application process – how to make it less painful
- Selection process – how to detect an Erasmus tourist
- Feedback – was the staff training useful

Strategic approach to staff mobility – solutions:

- **How to find the right people** – annual Erasmus+ seminars both in Estonian and English; coach the coordinators in academic units; pay visits to new units
- **Quality of staff training/workshops/job shadowing/seminar** – Google it; contact previous participants; contact the receiving institution
- **Make the application process as easy as possible** – general issues: too little or too much information; too much paperwork; too many rules; general order of process – where to start

Introducing ACADMOB – The Academic Mobility Workflow for Staff



The screenshot shows a web browser window with the URL <https://www.is.ut.ee/is/akadmob/>. The page title is "TARTU ÜLIKOOL Working Environment of Academic MobilityUser: Anneli Miljan". The interface includes a navigation bar with "My applications" and "Competitions" tabs. Below the navigation bar, there are "Quick selections" buttons: "Show all", "Show currently active", and "Detailed search". The main content area is titled "Staff exchange mobility opportunities" and contains a table with the following data:

| Programme | Competition (for submission open appropriate competition) | Mobility period | Application deadline |
|---|---|-------------------------|----------------------|
| ▼ Dora Plus Action 1 - short-term mobility up to 30 days (Sub-Action 1.1) (1) | Dora Plus Action 1.1 Short-term mobility - deadline 1 May 2018 (except for L... | 2017/2018 õa. | 01.05.2018 |
| ▼ Erasmus Teaching Staff Mobility 2017/18 (1) | Erasmus+ programmi õppejõu vahetus (Teaching Staff Mobility) 2017/18 õ-a | 04.09.2017 - 31.05.2019 | running deadline |
| ▼ Dora Plus Action 1 - Study Mobility of Doctoral Degree Students - 1-10 months (1) | Dora Plus Study Mobility of Doctoral Degree Students - 1-10 months: deadlin... | 2017/2018 õa. | 15.05.2018 |
| ▼ Erasmus+ International Credit Mobility 2016/2017 (2) | Erasmus+ international credit mobility (teaching staff mobility) 2016/17 | 30.06.2016 - 31.07.2018 | running deadline |
| | Erasmus+ international credit mobility (staff mobility) 2016/17 | 30.06.2016 - 31.07.2018 | running deadline |
| ▼ Erasmus+ International Credit Mobility 2017/2018 (2) | Erasmus+ international credit mobility (teaching staff mobility) 2017/18 | 30.06.2017 - 31.07.2019 | running deadline |
| | Erasmus+ international credit mobility (staff mobility) 2017/18 | 30.06.2017 - 31.07.2019 | running deadline |
| ▼ Erasmus Staff Training Mobility 2017/2018 (1) | Erasmus Staff Training Mobility for year 2017/18 | 04.09.2017 - 31.05.2019 | running deadline |

Challenges:

- About 500 students OUT each year
- About 2 mobilities (both STT and STA) per academic staff member in a year
- About 650 bilateral agreements (~100 a year)
- In addition, big international co-operations such as ISEP, Coimbra, Utrecht, DoRa+ etc etc
- All management on paper or in different Excel tables
- Each program looks different

Goals:

The main goal of creating Acadmob was to increase the mobility of students and staff and make the whole process easier:

- Information is available online
- The process of applying and managing the applications gets easier and more coordinated
- The data will be easier to collect and to compare
- Both applying and management gets faster and less stressful

The scope of the project:

- We developed 3 services:
 - Information about program available for all
 - Receiving digital applications
 - Managing applications online



Design:

Data from the university's databases (prefilled):

- Personal data from the central personell database
- Study info from central study info system

• Technology:

- Oracle data base (PL/SQL)
- Java (ZK)

Benefits of Acadmob:

- Creating statistics to make informed decisions (application approved or not)
- Easy to apply
- Erasmus+ information easily available
- Easy to manage applications and later prepare the contract between staff member and university
- Info moves faster
- Less paperwork
- Better overview about the whole mobility process

Selection process – how to detect an Erasmus tourist:

- Training has to be eligible (all boxes ticked) and support UTs internationalisation goals
- When it's too good to be true, it usually isn't
- Eerie mobility agreement – long training period; warm destination; few activities
- Google it
- Contact the receiving institution and the person who signed mobility agreement



Feedback – was your training useful:

- Welcome-back-letter – regular e-mail right after the training (how to proceed; documentation; was it useful)
- EU Survey
- Annual information seminars – participants sharing the mobility experience
- Take notes – both on good and bad

THANK YOU!