

Mobility Plan for Staff (2022-2024)

Preamble

In 2019, the vicerektorat for International Relations devised and initiated the deployment of a Comprehensive Internationalization Plan (2019-2023), encompassing actions in the following areas: 1. Institutional Commitment for Internationalization; 2. Academic and Administrative Structure and Processes; 3. Curricular and extra-curricular activities; 4. Faculty Policies and Practices; 5. Student and Staff Mobility; 6. International Collaboration and Alliances.

One of the main objectives of the 4th area (Faculty Policies and Practices) were to continue with the implementation of the HRS4R international quality seal in Human Resources. In this context, joint actions with the research and teaching vice-rectorates were planned to facilitate and recognize the internationalization of the UVic-UCC staff.

The current Mobility Plan for Staff details several actions within the 4th and 5th aforementioned areas and is designed to encourage staff mobility as part of a comprehensive human resources institutional policies and to provide options for career development and professional fulfillment.

Structure and Implementation

The Mobility Plan for Staff (2022-2024) contemplates 26 specific actions across six different categories:

1. Analysis of barriers/opportunities and practical facilitation of mobility
2. Regulations
3. Public and Internal Information
4. Recognition of Internationalization in Staff Recruitment processes
5. Recognition of staff participation in mobility activities
6. Encouragement of mobility and internationalization

Every action has an execution timeline with different phases of Preparation, Execution and Analysis, including responsible persons, participants and indicators.

Two general assessment actions are planned (mid-point in 2023 and final in 2024).

At the end of this document includes the detail of all the actions and a completion estimates.

Results and Discussion

After almost two years of implementation, we can conclude that approximately half of the plan has been completely or significantly implemented.

In general terms, the execution of the plan has lacked the designation of a deployment coordinator and, therefore, some of the actions have not been fully completed or have experienced delays or lack of necessary adjustments.

Besides this, important progress has been made in most of the categories, and the overall result is highly positive.

During the process of implementation, some of the actions, especially in Category 1 and 5, have been redirected to different actions or plans that are currently under preparation (i.e. [Up University](#) consortium project and [Inclusive Internationalization and Mobility Plan](#)), and will be continued in the near future.

Regarding Category 2, the proposed actions affecting the review of current regulations has been initiated and will still need some time to be concluded.

The lesser progress has been made within Category 5, where all the actions have been cancelled or have stalled due to strategic decisions or time constraints.

On the contrary, an excellent outcome has been obtained for the key category 6. All actions have been successfully implemented.

The key indicators of this category (see Figures 1 and 2), which are the number of teaching staff and administrative staff mobilities per year, shows a significant and progressive increase has been observed during the two years of implementation of the plan, which has taken the mobility figures clearly beyond the pre-pandemic levels.

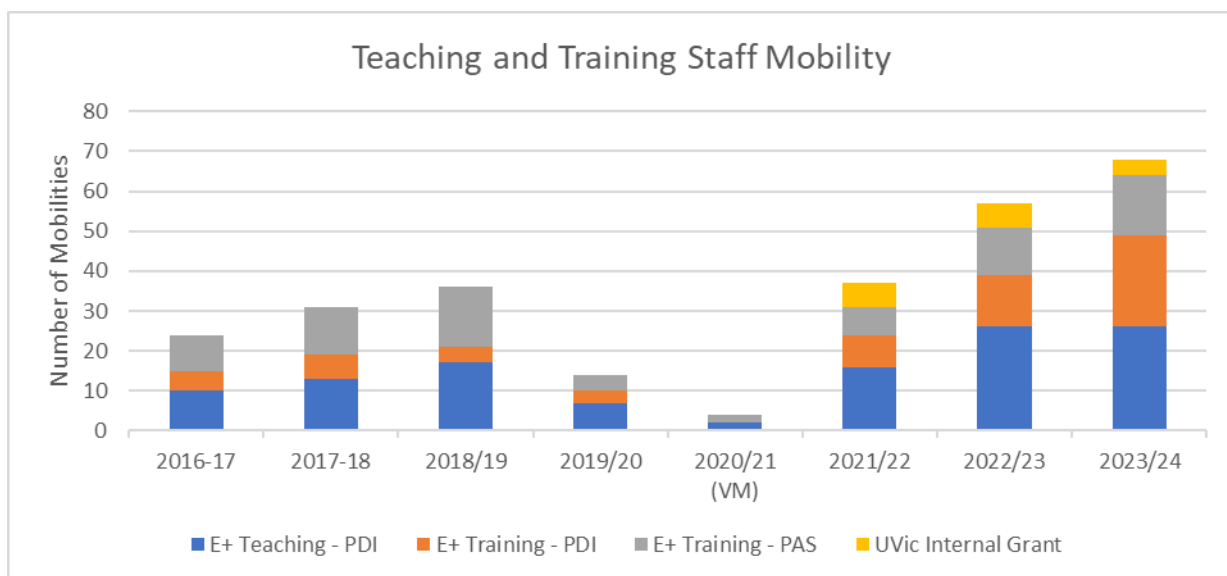


Figure 1 - Evolution of yearly Teaching and Training stays. Due to the Covid-19 pandemics, the reported data in the year 2020/21 consisted on Virtual Mobility activities.

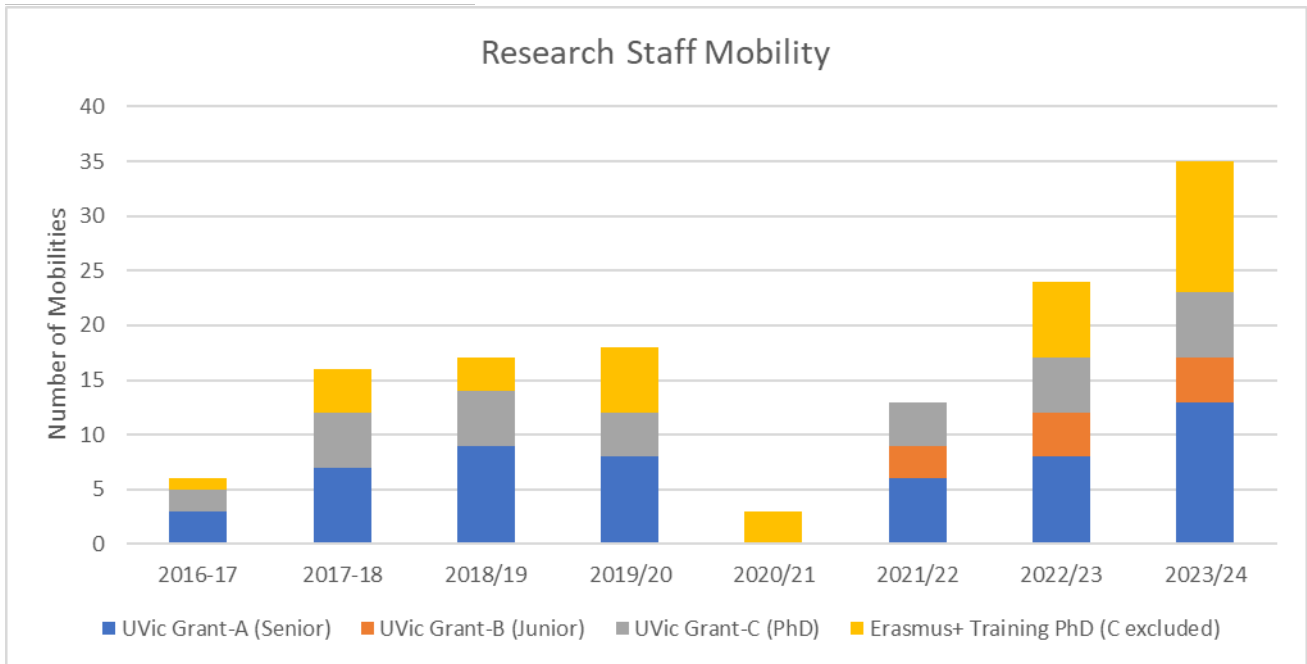


Figure 2. Evolution of yearly research stays. The asterisk denotes incomplete data, with results from the last call of Erasmus+ Teaching and Training positions still pending

Future work

At the end of the academic year 2023-2024, a deep analysis of the outcomes of the current plan will be performed within a strategic session of the International Relations Commission and further actions will be proposed to continue in the path initiated with this initiative.



Main table with columns: Acció, Responsables, Participants, Indicators / Resultats, Valors (ago-22 to jun-24), Valoració July-23, Valoració abril-24, Complertat (%), and OBSERVACIONS. It is divided into categories 1 through 6.

Legend table for acronyms: VRI, VREC, VP, VOA, PIA, AR, CABR, OTR, etc.