

Conclusions of the EURASHE round table on staff mobility, Brussels 08.06.2015

Critical success factors for international staff mobility

Institutional strategy

- 1) Clear vision, mission and concept
- 2) Making the difference in line with the mainstream
- 3) Implemented institutional strategy

Institutional support

- 1) Support is similar in many institutions
- 2) Staff mobility should be a part of the HR policy
- 3) The need for a functional organization

Creating an international biotype at the institutional level

- 1) Involving people who act as ambassadors
- 2) Involving your stakeholders
- 3) Targeted info, participative staff policy
- 4) Creating opportunities, motivational policy

Funding issues

- 1) No funding, no mobility
- 2) (Bureaucratic) public funding vs. (flexible) private funding vs. university funding
- 3) Access to parallel international processes to Bologna (ASEM, Science without borders...)
- 4) Private funding under an ethical code

International mentality & promotion of a country

- 1) Develop a national brand and quality in communicating it
- 2) Work on visibility on country and system level
- 3) Academic diplomacy as a way of promoting a country

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