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UNIVERSITAT
ROVIRA I VIRGILI



SYSTEMIC UNIVERSITY
CHANGE TOWARDS
INTERNATIONALISATION

Train the trainers

How to train your university
staff on internationalisation

June, 2019

Thank you for tweeting!



@suctipproject
#SUCTI



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The SUCTI Project

- What is it?
- YOU are KEY!!!



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How do we Implement Internationalisation?

What actions do Higher Education institutions take towards implementing internationalization?

What comes to mind?



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Who is Targeted?



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EC measures

Systemic change = Staff mobility

- What is the profile of staff going on mobility?
- What obstacles may they find?
- What happens when they come back to their job?



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What can Universities do?

What can U do?

How can we create this systemic change?

Generally, who is internationalised?

- International Relations Office
- Some professors / reseachers
- Mobility students



What about the rest?



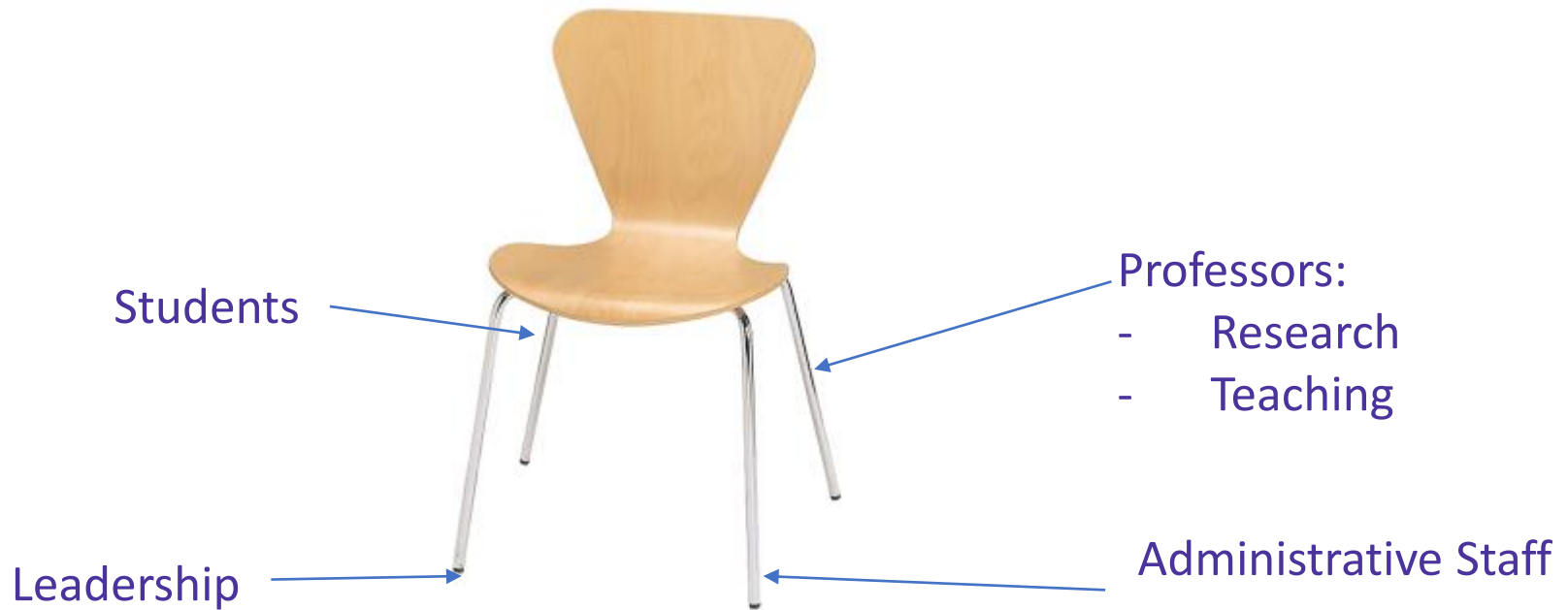
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Internationalisation of “the rest”?

How do we internationalise each ‘leg’?



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Internationalization of the whole institution?



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Going to the same direction?

Towards internationalisation



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How do we internationalise administrative staff?

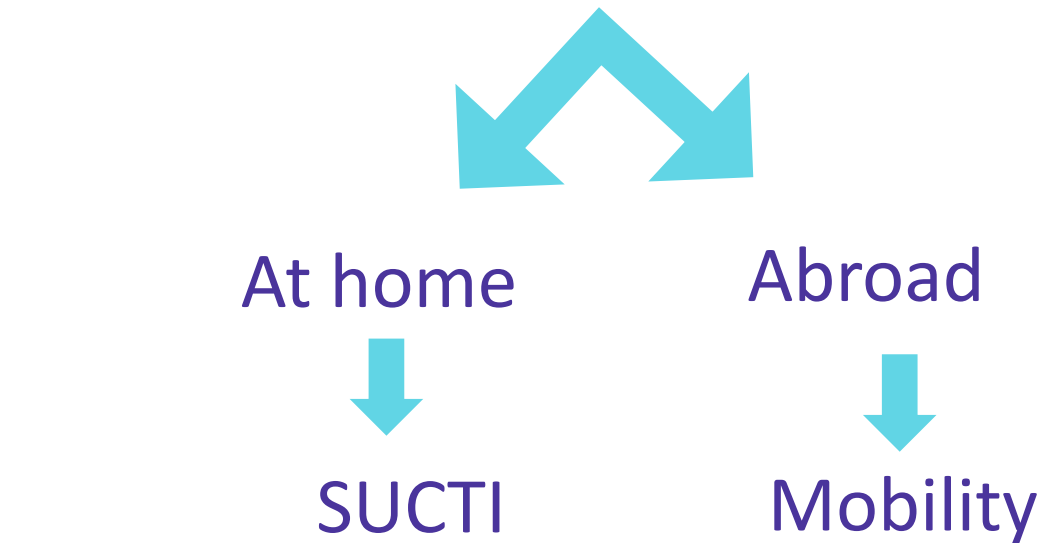
Brainstorming



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How do we internationalise staff?



S: Systemic

U: University

C: Change

T: Towards

I: Internationalisation



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History



**2011: Training course on
internationalization for staff**



1 course/yearly at URV



Exported and shared:



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Train the trainers



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Now



Erasmus + Strategic Partnership Project 2016-2019

Amazing consortium:



UNIVERSITÀ
CATTOLICA
del Sacro Cuore

ASSOCIATED PARTNER:



SGROUP
EUROPEAN
UNIVERSITIES'
NETWORK



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Kick-off



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Contents of SUCTI?

- What are the main learning outcomes of SUCTI?
- Which course contents would you include?
- What messages would you want to transmit so that participants become agents of internationalisation?



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Contents of SUCTI?

- Internationalisation: what is it? Basic concepts? Global trends...
- Intercultural communication
- What is my HEI doing in Internationalisation?
- What can I do?



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Measuring results

Going from a hunch to hard data...

Indicators?
Results?

- Surveys in different languages
- Treatment of results
- Comparisons by participant, within institution, within country, amongst countries, overtime...



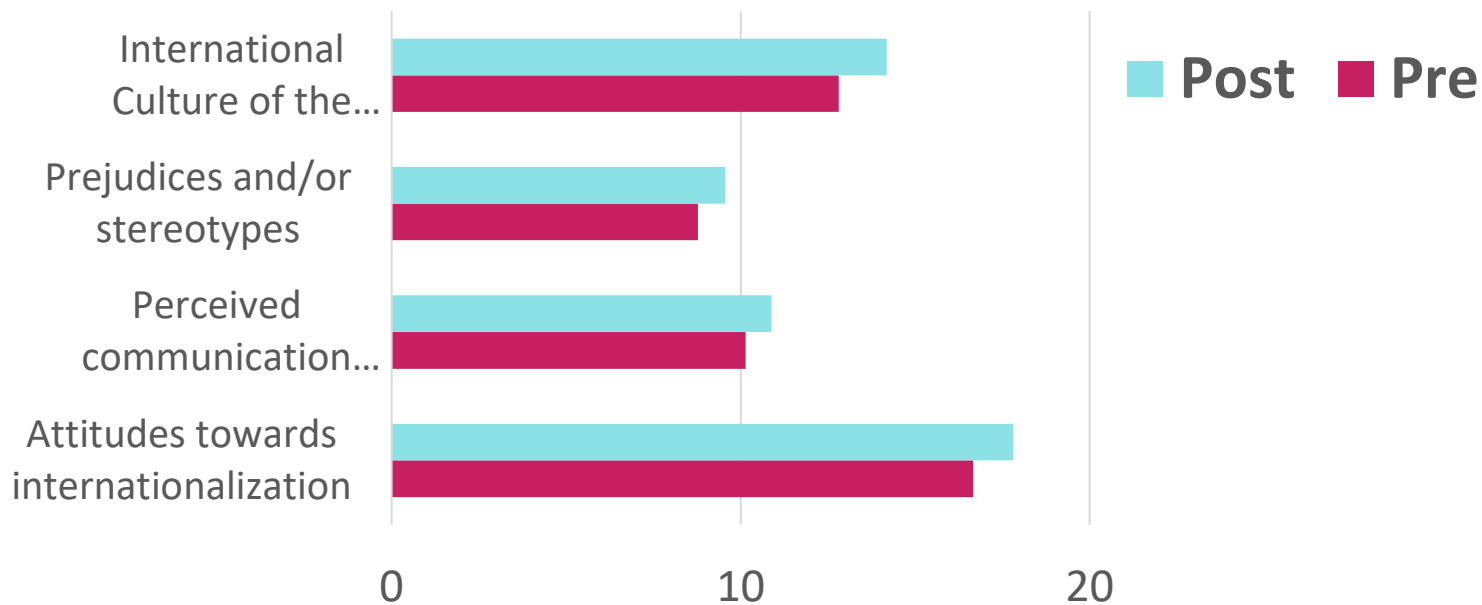
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Measuring results

Comparison between mean scores



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This is



And now SUCTI is also YOU!



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SUCTI Video



<http://sho.co/1A2EK>



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You are KEY to SUCTI!

- Has it ever happened that you have taken a course with a bad teacher... What happens?
- This is why SUCTI has already the best Trainers. And after this “Train the Trainers” course, they will be even better!!!
- Moreover you are a colleague of those taking the course! It’s a winning formula! Thanks for being part of SUCTI!!!

Ready?



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Train the trainers

Evaluation Tool



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**WE KNOW FOR EXAMPLE FROM RESEARCH
THAT MOBILITY CAN MAKE US ...**



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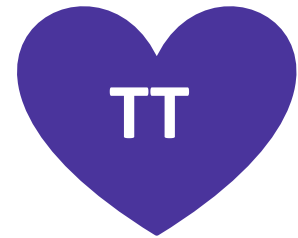


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Training Tip

The survey

- Explain the importance of the survey (for themselves and the project)
- It is about understanding what happens with me when I participate in a training.
- Make participants feel comfortable with it!!!



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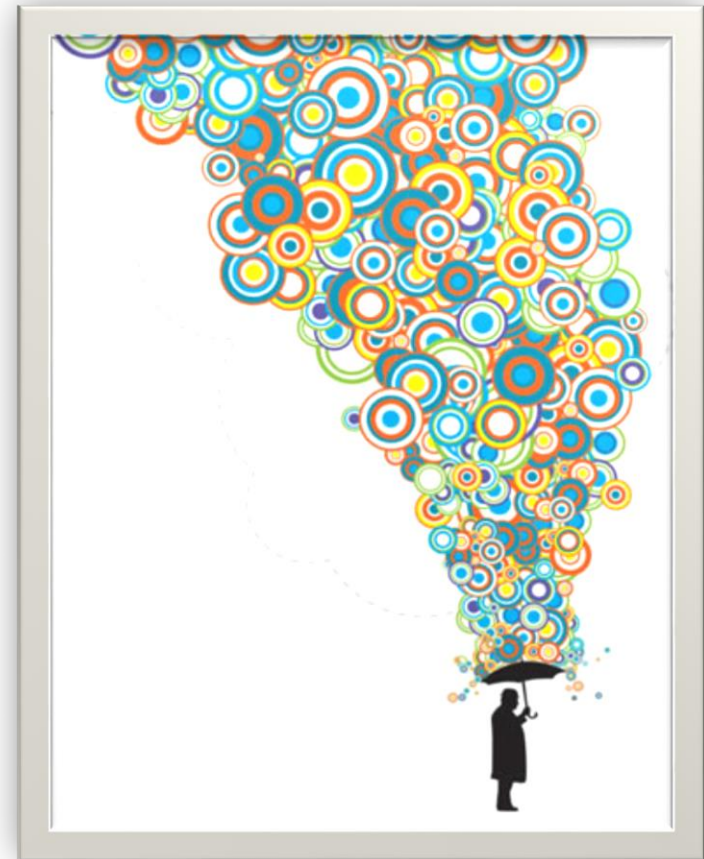
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The basic concept



The survey checks whether the training has any effect on the participants.

It does so in three aspects:
personality, opinions, attitudes



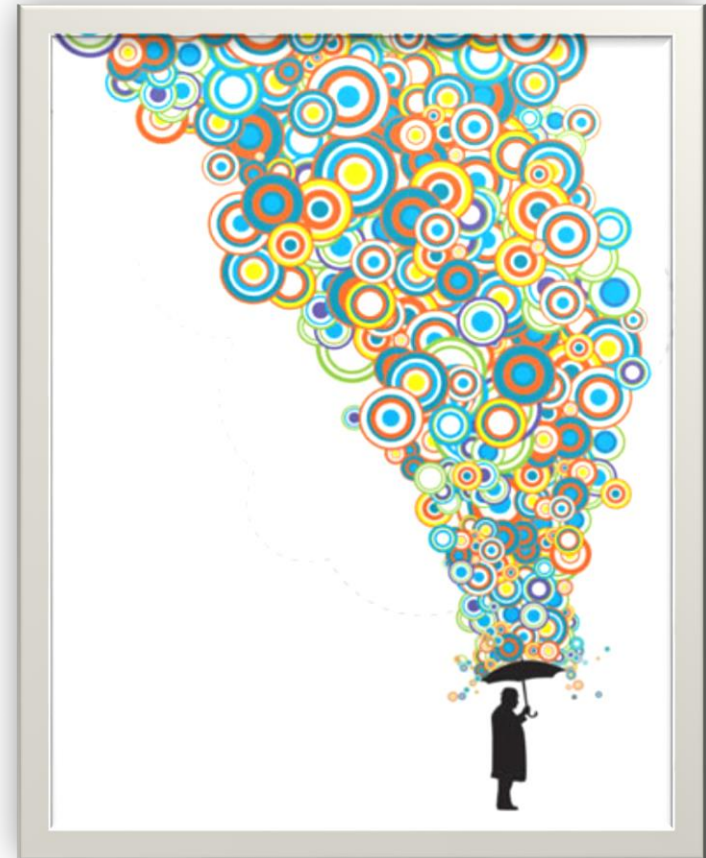
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The basic concept

Personality:
measured by the factor
“Openness”
from the BFI (Big Five Inventory)



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The Big Five Inventory (BFI)

most commonly used inventory to measure personality traits globally



Advantages	Disadvantages
validated, tested	traits are very stable, so little change can be expected
robust, reliable, representative	well-known so some individuals might have been exposed to them before
not biased towards socially desired answer patterns	
has reference list for ages, so we can compare SUCTI participants to general population!	

John, O. P., Donahue, E. M., & Kentle, R. L. (1991). The Big Five Inventory--Versions 4a and 54. Berkeley, CA: University of California, Berkeley, Institute of Personality and Social Research.

John, O. P., Naumann, L. P., & Soto, C. J. (2008). Paradigm shift to the integrative Big Five trait taxonomy: History, measurement, and conceptual issues. In O. P. John, R. W. Robins, & L. A. Pervin (Eds.), *Handbook of personality: Theory and research* (pp. 114-158). New York, NY: Guilford Press.



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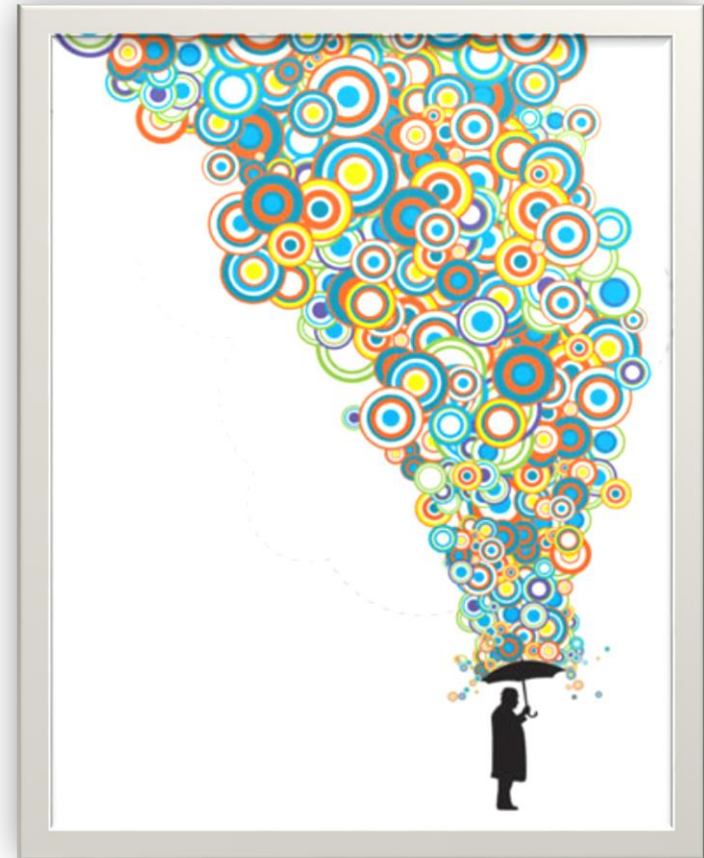


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The basic concept

Opinions:

measured by the items on
internationalisation of the HEI
(based on pre-SUCTI)



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Opinions

items on internationalisation of
the HEI as a SUCTI-owned item list



Advantages	Disadvantages
used in the pre-test	untested or validated
made from experts for experts	well-known so some individuals might have been exposed to them before
no standard for opinion on internationalisation exists	might need some adjustment after data-collection



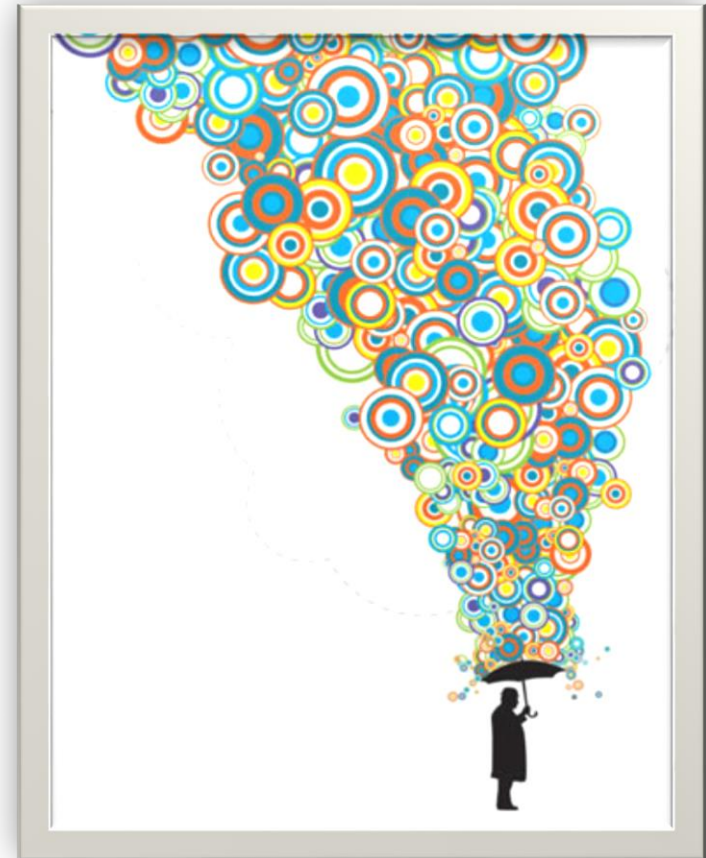
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The basic concept

Attitudes:

measured by the factors of the
Intercultural Sensitivity Scale



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Attitudes

measured using the Intercultural Sensitivity Scale (ISS)



Advantages	Disadvantages
validated, tested	longest list of items
attitudes change in the way opinions do, so effect should be detectable if existent	negative experiences with intercultural scales in the past (InHoPe): many tried, none worked
directly addresses the aim of the training	usually lead to socially desired answer patterns
robust, reliable, representative	

Guo-Ming Chen; William J. Starosta (2000). The Development and Validation of the Intercultural Sensitivity Scale. Communication Studies Faculty Publications. University of Rhode island. DigitalCommons@URI

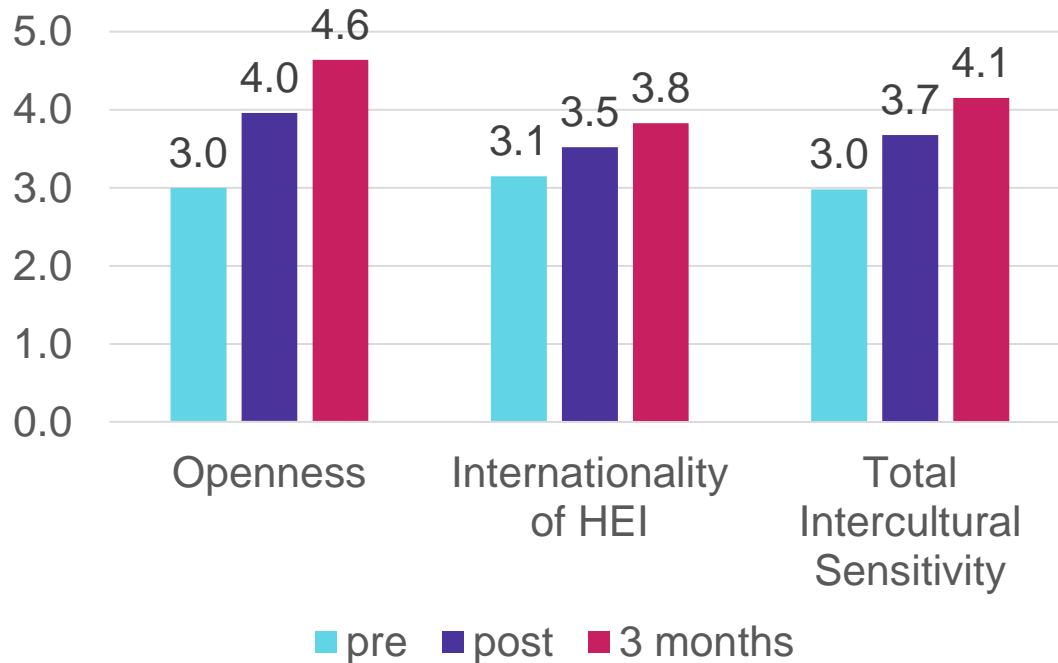


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An example of results

Differences in values between pre, post and three months after in SUCTI



Shows that trainings have a positive (increasing effect)



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How it is managed?



Partner university send list of all participants in your training to coordinator.
Coordinator sends each participant a unique SUCTI code.
This code needs to be given in the survey.
It is then also used in every of the three phases (before training, right after training, 4 months later).
You receive from the coordinator the URL for the pre- and for the post-survey.



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What you need to do?



Make sure that every participants opens the URL and fills out the survey before you start any training

Make sure the participants also answer the second (post) survey right at the end of the training.

Remind them, that they will receive an invitation to a last survey 4 months later and that only those filling out all three can win one of the prices.



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