

SURVEY: ACADEMIC AND NON-ACADEMIC STAFF

SURVEY TECHNICAL INFORMATION

Type of research: Structured self-administered online questionnaire (LimeSurvey).

Field of work: From Monday, January 21 until February 3, 2019.

Validation of the questionnaire: Pre-test through the members of the working teams of the SEA-EU candidacy

Promotion of engagement: Through email, distribution lists and electronic bulletin board.

Population surveyed: 15.177.-

Number of complete answers: 1.807.-

Participation Percentage: 11.91%. -

Sample error: 2,16% (95% trust level).

Field of work, tabulation and analysis: Rector's Delegation for Strategic Development. University of Cádiz.

Distribution by universities:

University of Cádiz, Spain: 282 (15,61%)

University of Western Brittany, France: 338 (18,71%)

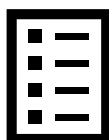
University of Kiel, Germany: 611 (33,81%)

University of Gdansk, Poland: 143 (7,91%)

University of Split, Croatia: 236 (13,06%)

University of Malta, Malta: 197 (10,90%)

Executive summary.



About the Survey. 1,807 people, 1,115 academics (62%) and 692 non-academics (38%) have participated in the survey. The highest percentage of the total number of participants corresponds to the University of Kiel (36%) and the lowest to the University of Gdansk (7%). The age of the participants is mainly over 25, with the majority in the 35–44 age group (31%), but with a somewhat more homogeneous distribution between the different age groups in the case of academic staff. Of the total number of participants, the majority are female, 1,028 (57%). If we analyse this according to sectors, this trend is also observed in non-academic staff, where 69% are women; but not in academic staff, where the percentage is practically equal, 49% women and 50% men.



About the language level of Consortium staff. As far as language is concerned, they have mainly self-assessed, and 58% consider themselves to have a B1, B2 or C1 level in English, with the percentage remaining the same when it is segregated into academic and non-academic staff. 22% of participants have a C1 level of English. When segregated, this percentage is 25% for academic staff and 18.21% for non-academic staff.



About mobility. The number of people who have participated in mobility programmes is 559 (31%). Of these, 435 are academic staff and 124 non-academic. The mobility stays were carried out, for the most

part, through the Erasmus programme, especially in the case of non-academic personnel (87%), while academic staff also used other types of programmes, following Erasmus programmes in 62% of the cases. The aim of these mobility stays is mainly for teaching and research activities (89%) in the case of academic staff and, mainly for training activities (84%) in the case of non-academic staff. As for the most appropriate duration for the different types of mobility programmes, there is also a difference between the two sectors. In the case of non-academic staff preferences are distributed, mainly and equally, between periods of 1 week or of up to one month (88%), while in the case of academic staff a more homogeneous distribution is observed among all the options, although with a greater predilection for stays of up to one month (38%). The institutions where mobility programmes have been carried out so far, for both academic and non-academic staff, are numerous and, in more than 90% of cases, do not belong to the SEA-EU consortium. By country, we can highlight as destinations for mobility programmes the UK with 10% and Italy with 8%. The reasons for the choice of institution where the mobility programmes were carried out were not the same for the two sectors. In the case of academic staff, they were mainly due to *Relationships/agreements are in place with the host institution* (69%), or *Because the host institution is academically prestigious* (43%); with the other possible options being selected by fewer than 19% of participants. Meanwhile, non-academic staff have shown a greater variety and heterogeneity in the motives for their choice: *Relationships/agreements are in place with the host institution* (53%), *I wanted to improve my language skills* (33%), *I liked that country* (32%), *My co-workers recommended it to me* (29%) and *The host institution is academically prestigious* (25%).



Problems with the mobility programme.

In most cases, participants in mobility programmes found no problems before their stay (83% of cases). In non-academic staff this percentage rises to 88%. In cases where problems are indicated before following the mobility programmes, they are centred around *Insufficient travel resources* (44%) and *Administrative procedures with my institution* (34%). 7% of staff who have followed mobility programmes indicate that they have had problems during their stay (8%, in the case of academic staff and 6%, in non-academic staff). The problems detected relate mainly to *Accommodation* (40%), *Poor communication with the receiving institution* (25%) and *Language* (22%). The first two are also those most indicated by academic staff (42% and 30%, respectively), whereas for the non-academic staff the most frequent are *Language* (43%), *Accommodation* and *Integration in the new environment* (both with 29%) with no cases noted of problems due to *Poor communication with the receiving institution*. People who indicate problems after the stay are a minority of those who have followed mobility programmes, around 5% of all cases. In the case of non-academic staff, the most commonly stated cause was *Lack of academic recognition of the stay* (57%), while academic staff attributed it in 52% to *Other reasons*. 79% of the total number of participants in the survey say that they were satisfied or very satisfied with the mobility programme carried out, with slightly higher values from academic staff (80%) than from non-academic (75%).



Evaluation and benefits of the mobility programme. The most positive aspects of mobility programme experience are related to *Academic benefits* (65%), *Experiencing another country/language* (56%), *Personal development* (55%) and *Strengthening personal contacts* (52%). In the case of non-academic staff, it is the *Strengthening of personal contacts* (73%) that is most highly-valued by this group.



Barriers to participating in Erasmus+. Among the most common reasons given for not participating in mobility programmes, are *Family/personal commitments* (40%) and *Lack of information about the programme* (37%), with very similar percentages in both sectors. Finally, approximately 65% of staff who have not participated in mobility programmes express an interest in doing so if the above-mentioned obstacles did not exist. About 5% of people have no interest in following mobility programmes.

SURVEY: ACADEMIC AND NON-ACADEMIC STAFF

European University of the Seas "SEA-EU"



The objective of this survey is to assess different aspects of staff mobility. The survey aims to contribute towards improving the mobility process and reducing potential barriers to the process.

There are 22 questions in this survey

Section 1

1 [4.01]1. Age *

Please choose only one of the following:

- 18 – 24
- 25 – 34
- 35 – 44
- 45 – 54
- 55+

2 [4.02]2. Gender *

Please choose only one of the following:

- Male
- Female
- Diverse

3 [4.03]3. The university you work for *

Please choose only one of the following:

- University of Split, Croatia
- University of Western Brittany, France
- University of Kiel, Germany
- University of Malta, Malta
- University of Gdańsk, Poland
- University of Cádiz, Spain

4 [4.04]4. Indicate your language level for each foreign language you study (or studied) based on the Common European Framework of Reference for Languages (CEFR)

Please choose the appropriate response for each item:

	A1	A2	B1	B2	C1	C2
English	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spanish	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
French	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
German	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Polish	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Croatian	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please circle as many applicable options

5 [4.05]5. How did you assess your CEFR level(s) selected in Q4? *

Please choose only one of the following:

- Self-assessment
- Online Linguistics Support (OLS)
- TOEFL
- Cambridge English Qualification (FCE, CAE, CPE)
- IELTS
- Other

6 [4.06]6. Category you belong to *

Please choose only one of the following:

- Academic staff
- Non-academic staff

Section 2

7 [4.07]7. Have you participated in a mobility programme? *

Please choose only one of the following:

- Yes
- No

8 [4.08]8. Type of mobility programme your participated in *

Only answer this question if the following conditions are met:

° Answer was Y'Yes' at question '7 [4.07]' (7. Have you participated in a mobility programme?)

Please choose only one of the following:

- Academic
- Research
- Academic and research
- Training (courses, training seminars, learning techniques, etc.)

9 [4.09]9. What is the most appropriate duration for this type of mobility programme? *

Only answer this question if the following conditions are met:

° Answer was Y'Yes' at question '7 [4.07]' (7. Have you participated in a mobility programme?)

Please choose only one of the following:

- Up to 1 week
- 1 week – 1 month
- 1 month – 3 months
- 3+ months

10 [4.10]10. Indicate the type of mobility programme you participated in *

Only answer this question if the following conditions are met:

° Answer was Y'Yes' at question '7 [4.07]' (7. Have you participated in a mobility programme?)

Please choose only one of the following:

Erasmus

Home university

Regional

National

Other

11 [4.11]11. In which institution did you carry out your mobility programme? *

Only answer this question if the following conditions are met:

° Answer was Y'Yes' at question '7 [4.07]' (7. Have you participated in a mobility programme?)

Please choose only one of the following:

University of Split, Croatia

University of Western Brittany, France

University of Kiel, Germany

University of Malta, Malta

University of Gdańsk, Poland

University of Cádiz, Spain

Other

12 [4.12]12. Why did you choose the institution you indicated in Q11for your mobility programme? *

Only answer this question if the following conditions are met:

° Answer was Y'Yes' at question '7 [4.07]' (7. Have you participated in a mobility programme?)

Please choose at most 3 answers:

- The host institution is academically prestigious
- There were existing relationships/agreements with the host institution
- My peers recommended it to me
- I wanted to improve my language skills
- I liked that country
- I have family and/or friends in that country
- It was the only option available

13 [4.13]13. Did you encounter challenges before your mobility? *

Only answer this question if the following conditions are met:

° Answer was Y'Yes' at question '7 [4.07]' (7. Have you participated in a mobility programme?)

Please choose only one of the following:

- Yes
- No

14 [4.14]14. Indicate the challenges you encountered before your mobility *

Only answer this question if the following conditions are met:

° Answer was Y'Yes' at question '13 [4.13]' (13. Did you encounter challenges before your mobility?)

Please choose at most 2 answers:

- Insufficient information about the host institution
- Insufficient information from my home institution
- Administrative procedures with my home institution
- Administrative procedures with the host institution
- Insufficient funds to travel
- Insufficient information about my stay and accommodation
- Other:

15 [4.15]15. Did you encounter any challenges during your mobility? *

Only answer this question if the following conditions are met:

° Answer was Y'Yes' at question '7 [4.07]' (7. Have you participated in a mobility programme?) *and* Answer was N'Yes' or 'No' at question '13 [4.13]' (13. Did you encounter challenges before your mobility?) *and* Answer was Y'Yes' or 'No' at question '13 [4.13]' (13. Did you encounter challenges before your mobility?)

Please choose only one of the following:

- Yes
- No

16 [4.16]16. Indicate the challenges you encountered during your mobility *

Only answer this question if the following conditions are met:

° Answer was Y'Yes' at question '15 [4.15]' (15. Did you encounter any challenges during your mobility?)

Please choose at most 2 answers:

- Academic
- Accommodation
- Language
- Poor communication with the host institution
- Integration into the new environment
- Other:

17 [4.17]17. Did you encounter any challenges after your mobility? *

Only answer this question if the following conditions are met:

° Answer was N'No' or 'Yes' at question '15 [4.15]' (15. Did you encounter any challenges during your mobility?) *and* Answer was Y'No' or 'Yes' at question '15 [4.15]' (15. Did you encounter any challenges during your mobility?)

Please choose only one of the following:

- Yes
- No

18 [4.18]18. Indicate the challenges you encountered after your mobility *

Only answer this question if the following conditions are met:

° Answer was Y'Yes' at question '17 [4.17]' (17. Did you encounter any challenges after your mobility?)

Please choose only one of the following:

- No academic recognition of the stay
- Lack of return of what was learned into my home university
- Other

19 [4.19]19. On a scale of 1 to 5, rate your experience *

Only answer this question if the following conditions are met:

° Answer was N'Yes' or 'No' at question '17 [4.17]' (17. Did you encounter any challenges after your mobility?) *and* Answer was Y'Yes' or 'No' at question '17 [4.17]' (17. Did you encounter any challenges after your mobility?)

Please choose only one of the following:

- (1) Very dissatisfied
- (2) Somewhat satisfied
- (3) Satisfied
- (4) Fairly satisfied
- (5) Very satisfied

20 [4.20]20. What are the most positive experiences of your mobility? *

Only answer this question if the following conditions are met:

° Answer was N'Yes' or 'No' at question '17 [4.17]' (17. Did you encounter any challenges after your mobility?) *and* Answer was Y'Yes' or 'No' at question '17 [4.17]' (17. Did you encounter any challenges after your mobility?)

Please choose at most 3 answers:

- Academic benefits
- Reinforcement of my European identity
- Experiencing another country / language
- Strengthening personal contacts
- Leisure and entertainment offered by the host institution/country
- Personal development

21 [4.21]21. If you have not participated in an international mobility programme, indicate the reasons why *

Only answer this question if the following conditions are met:

° Answer was N'No' at question '7 [4.07]' (7. Have you participated in a mobility programme?)

Please choose at most 3 answers:

- Bureaucratic difficulties
- My supervisor does not recommend I apply for it
- Insufficient information about the programme
- Financial reasons
- Language issues
- Family/personal commitments
- I am not interested in participating
- Other:

22 [4.22]22. In case the above-mentioned obstacles were removed, would you participate in a mobility programme? *

Only answer this question if the following conditions are met:

° Answer was N'No' at question '7 [4.07]' (7. Have you participated in a mobility programme?)

Please choose only one of the following:

- Yes
- No
- Not sure

Thank you very much for your collaboration!

Please submit by 04.02.2019 – 00:00

Submit your survey.

Thank you for completing this survey.

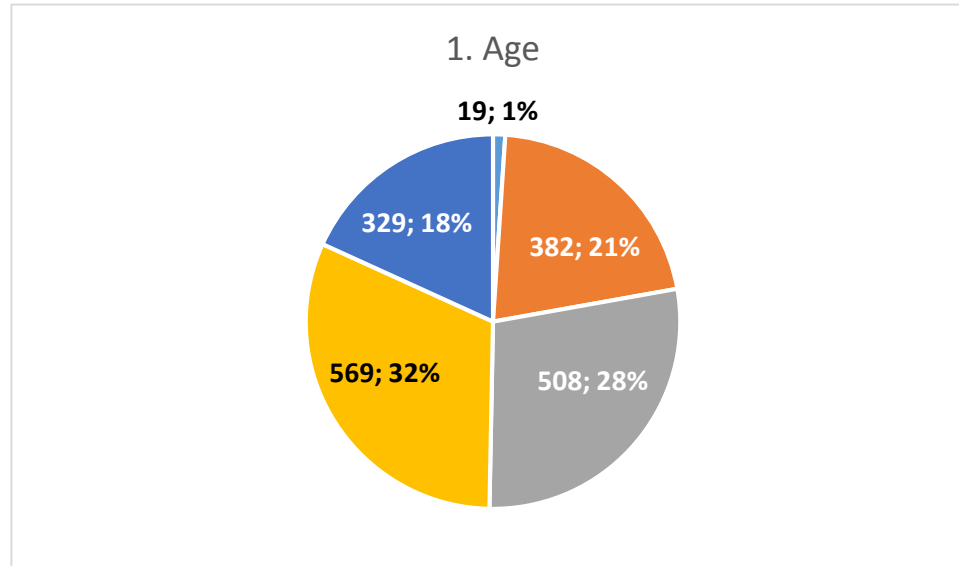
SURVEY: ACADEMIC AND NON-ACADEMIC STAFF

Full analysis.

Number of records in this query:	1807
Total records in survey:	1807
Percentage of total:	100.00%

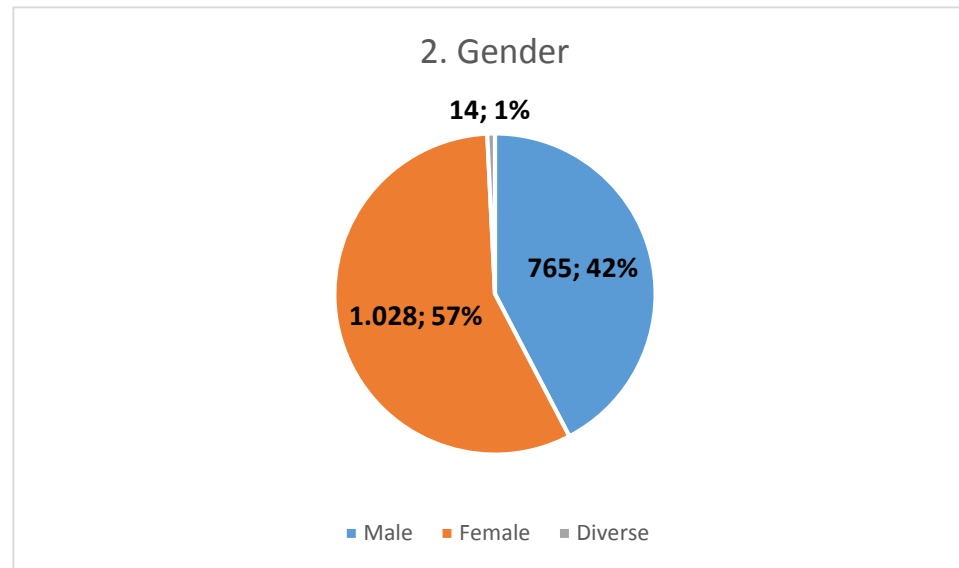
1. Age

Answer	Count	Percentage
18 – 24	19	1,05%
25 – 34	382	21,14%
35 – 44	508	28,11%
45 – 54	569	31,49%
55+	329	18,21%



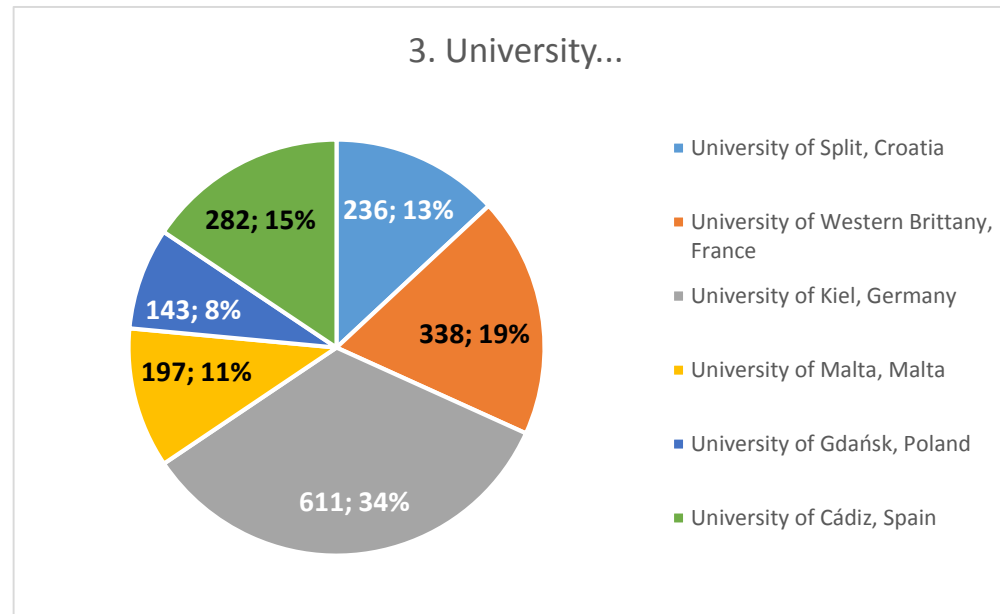
2. Gender

Answer	Count	Percentage
Male	765	42,34%
Female	1.028	56,89%
Diverse	14	0,77%



3. The university you work for

Answer	Count	Percentage
University of Split, Croatia	236	13,06%
University of Western Brittany, France	338	18,71%
University of Kiel, Germany	611	33,81%
University of Malta, Malta	197	10,90%
University of Gdańsk, Poland	143	7,91%
University of Cádiz, Spain	282	15,61%



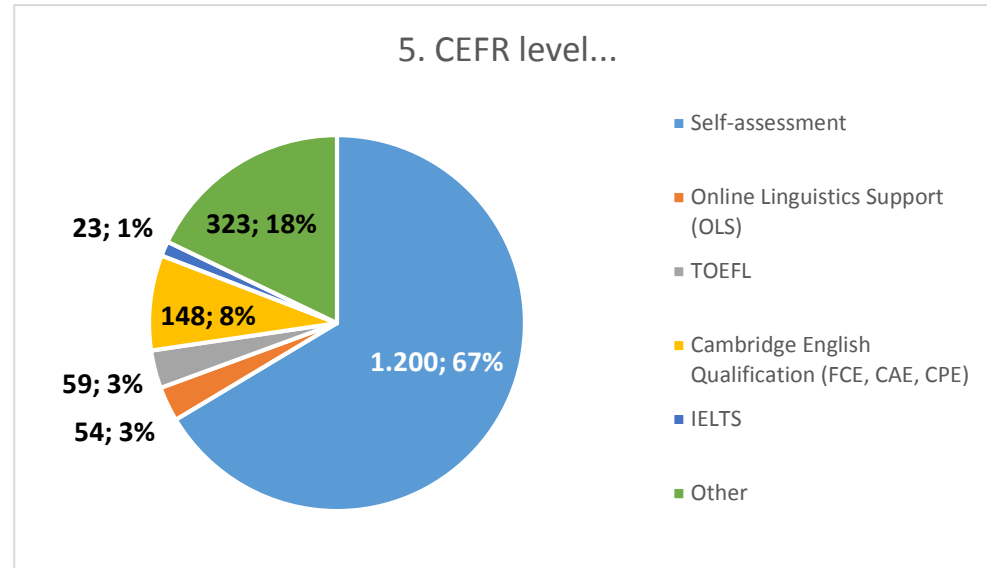
4. Indicate your language level for each foreign language you study (or studied) based ON THE Common European Framework of Reference for Languages (CEFR)

Answer	[English]		[Spanish]		[French]		[German]		[Polish]		[Croatian]		[Other]	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
A1	185	10,24%	189	10,46%	235	13,00%	109	6,03%	57	3,15%	83	4,59%	172	9,52%
A2	147	8,14%	94	5,20%	168	9,30%	62	3,43%	9	0,50%	5	0,28%	91	5,04%
B1	258	14,28%	60	3,32%	104	5,76%	65	3,60%	3	0,17%	1	0,06%	76	4,21%
B2	387	21,42%	49	2,71%	90	4,98%	41	2,27%	3	0,17%	0	0,00%	58	3,21%
C1	400	22,14%	41	2,27%	60	3,32%	55	3,04%	3	0,17%	4	0,22%	59	3,27%
C2	321	17,76%	153	8,47%	175	9,68%	521	28,83%	70	3,87%	109	6,03%	126	6,97%
Without level	109	6,03%	1221	67,57%	975	53,96%	954	52,79%	1662	91,98%	1605	88,82%	1225	67,79%

5. How did you assess your CEFR level(s) selected in Q4?

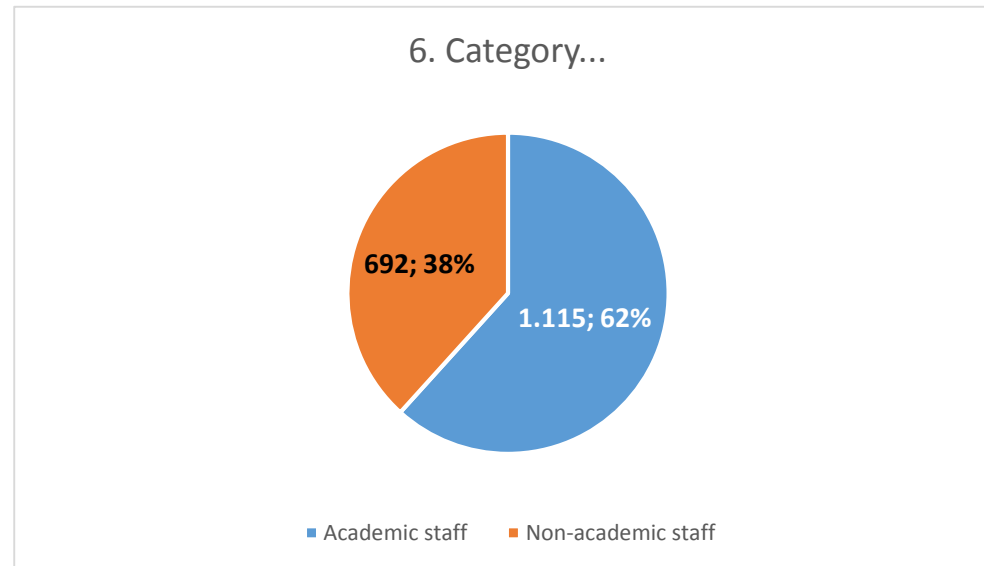
Answer	Count	Percentage
Self-assessment	1.200	66,41%
Online Linguistics Support (OLS)	54	2,99%
TOEFL	59	3,27%
Cambridge English Qualification (FCE, CAE, CPE)	148	8,19%
IELTS	23	1,27%
Other	323	17,87%

Appendix 4.05



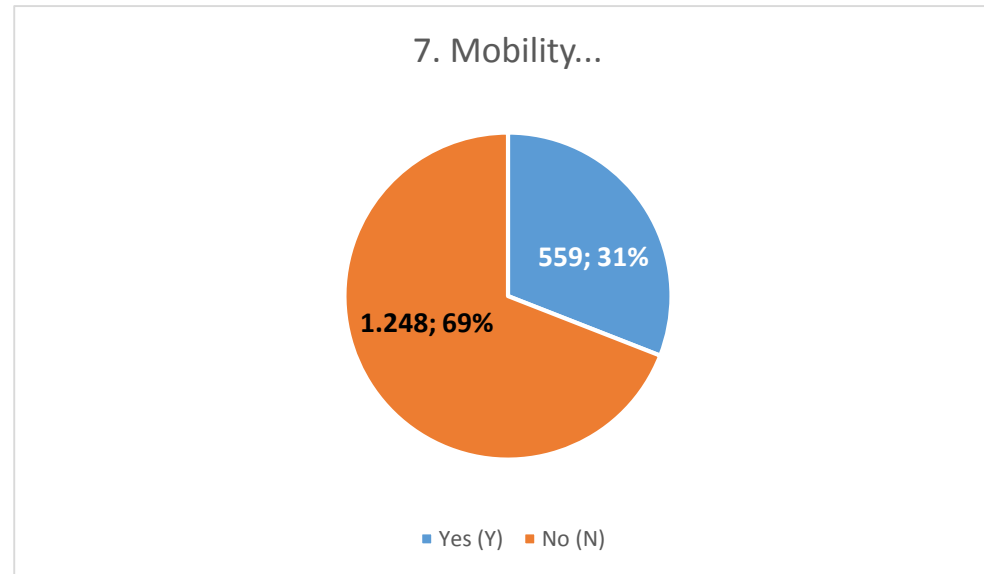
6. Category you belong to

Answer	Count	Percentage
Academic staff	1.115	61,70%
Non-academic staff	692	38,30%



7. Have you participated in a mobility programme?

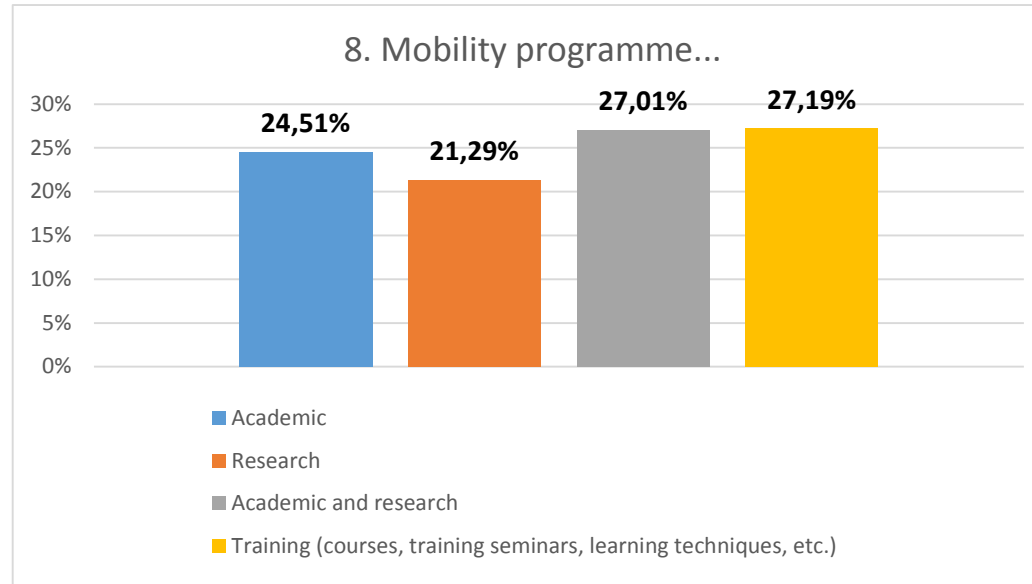
Answer	Count	Percentage
Yes (Y)	559	30,94%
No (N)	1.248	69,06%



Only for Yes on Q.7

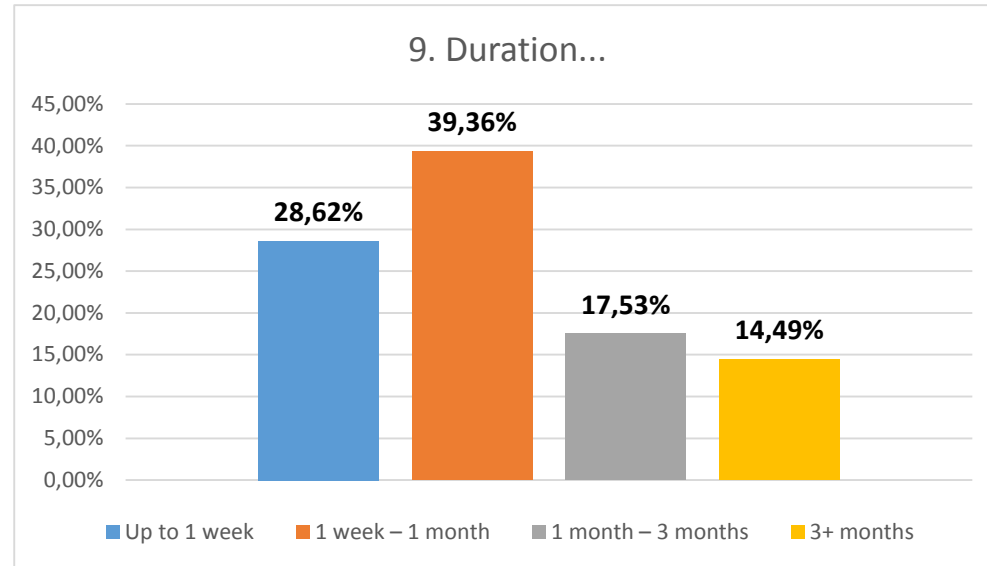
8. Type of mobility programme your participated in

Answer	Count	Percentage
Academic	137	24,51%
Research	119	21,29%
Academic and research	151	27,01%
Training (courses, training seminars, learning techniques, etc.)	152	27,19%



9. What is the most appropriate duration for this type of mobility programme?

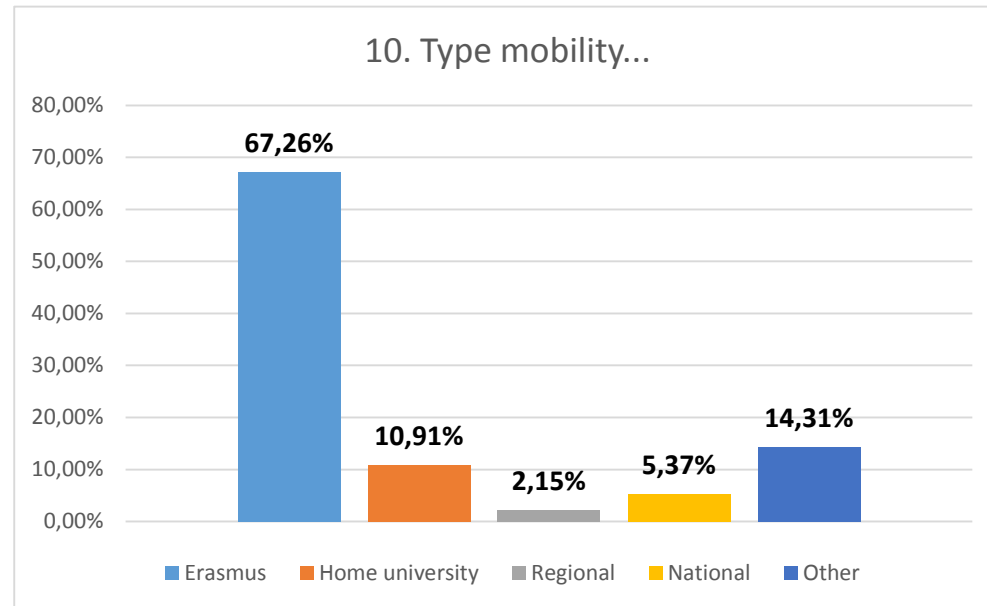
Answer	Count	Percentage
Up to 1 week	160	28,62%
1 week – 1 month	220	39,36%
1 month – 3 months	98	17,53%
3+ months	81	14,49%



10. Indicate the type of mobility programme you participated in

Answer	Count	Percentage
Erasmus	376	67,26%
Home university	61	10,91%
Regional	12	2,15%
National	30	5,37%
Other	80	14,31%

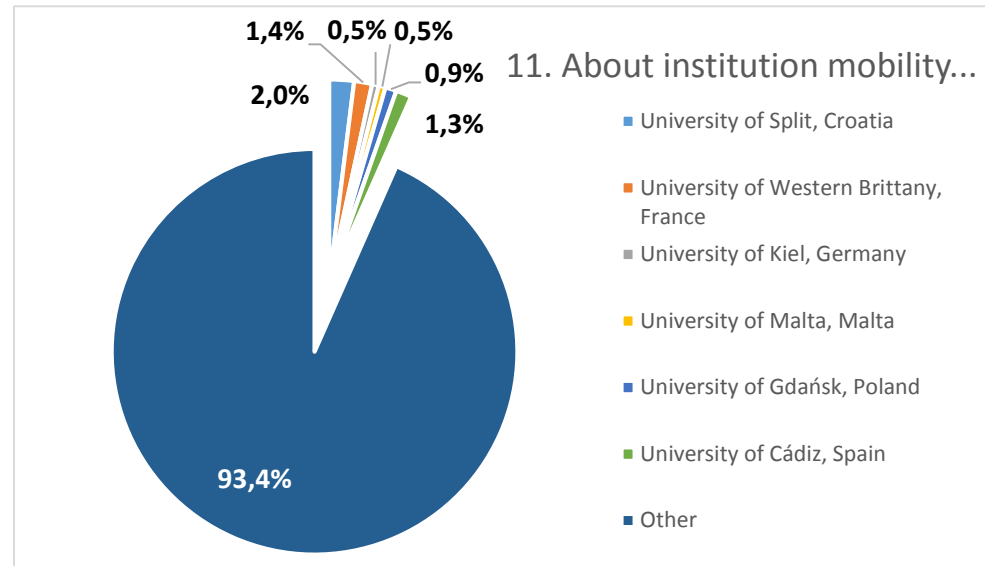
[Appendix 4.10](#)



11. In which institution did you carry out your mobility programme?

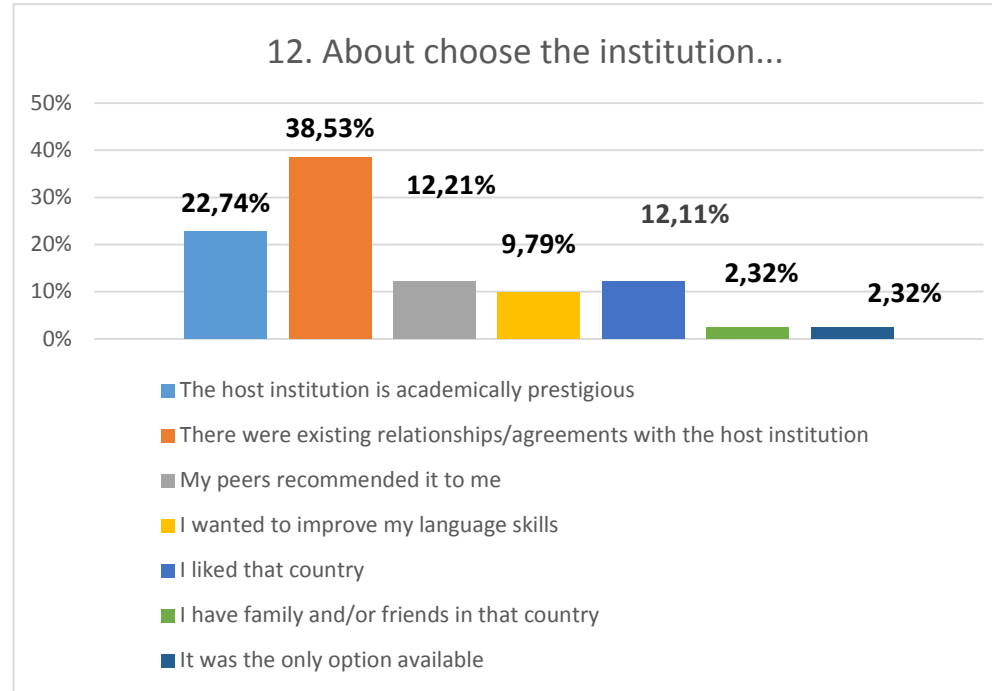
Answer	Count	Percentage
University of Split, Croatia	11	2,0%
University of Western Brittany, France	8	1,4%
University of Kiel, Germany	3	0,5%
University of Malta, Malta	3	0,5%
University of Gdańsk, Poland	5	0,9%
University of Cádiz, Spain	7	1,3%
Other	522	93,4%

Appendix 4.11

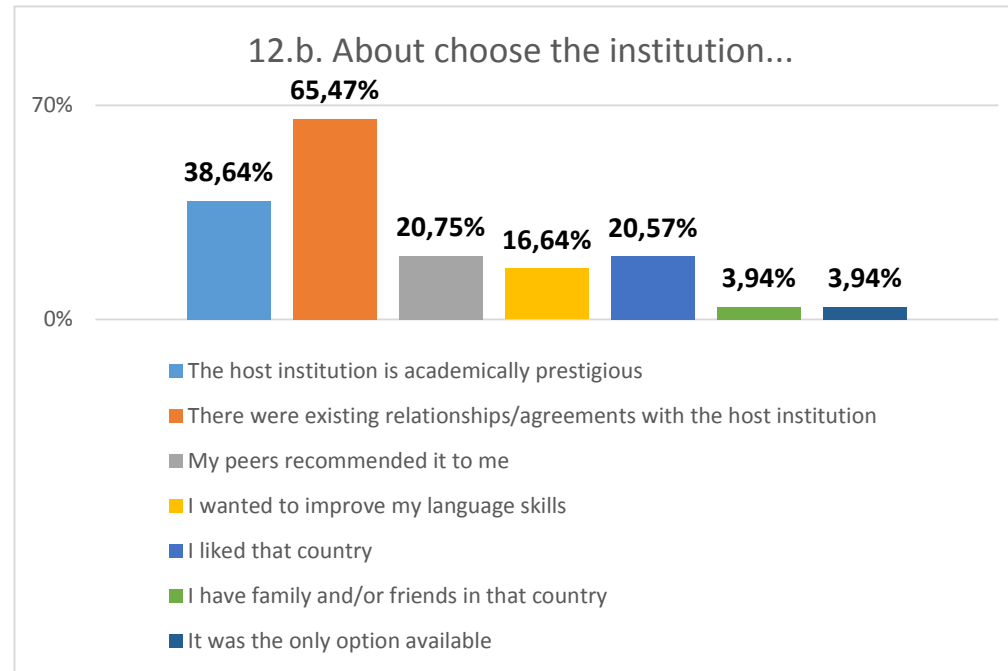


12. Why did you choose the institution you indicated in Q11 for your mobility programme?

Answer	Count	Percentage
The host institution is academically prestigious	216	22,74%
There were existing relationships/agreements with the host institution	366	38,53%
My peers recommended it to me	116	12,21%
I wanted to improve my language skills	93	9,79%
I liked that country	115	12,11%
I have family and/or friends in that country	22	2,32%
It was the only option available	22	2,32%

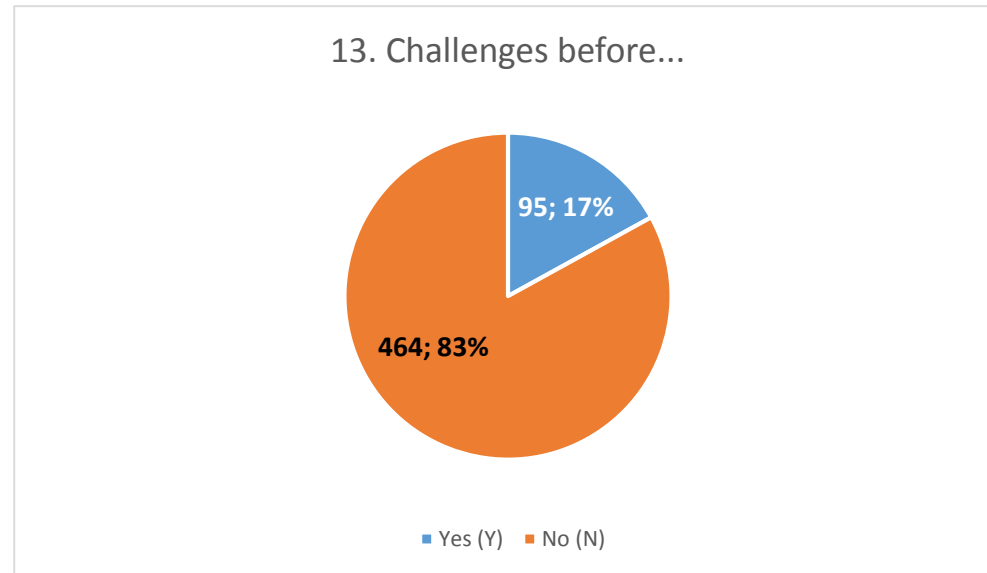


Answer	Cases	
	Count	Percentage
The host institution is academically prestigious	216	38,64%
There were existing relationships/agreements with the host institution	366	65,47%
My peers recommended it to me	116	20,75%
I wanted to improve my language skills	93	16,64%
I liked that country	115	20,57%
I have family and/or friends in that country	22	3,94%
It was the only option available	22	3,94%



13. Did you encounter challenges before your mobility?

Answer	Count	Percentage
Yes (Y)	95	16,99%
No (N)	464	83,01%

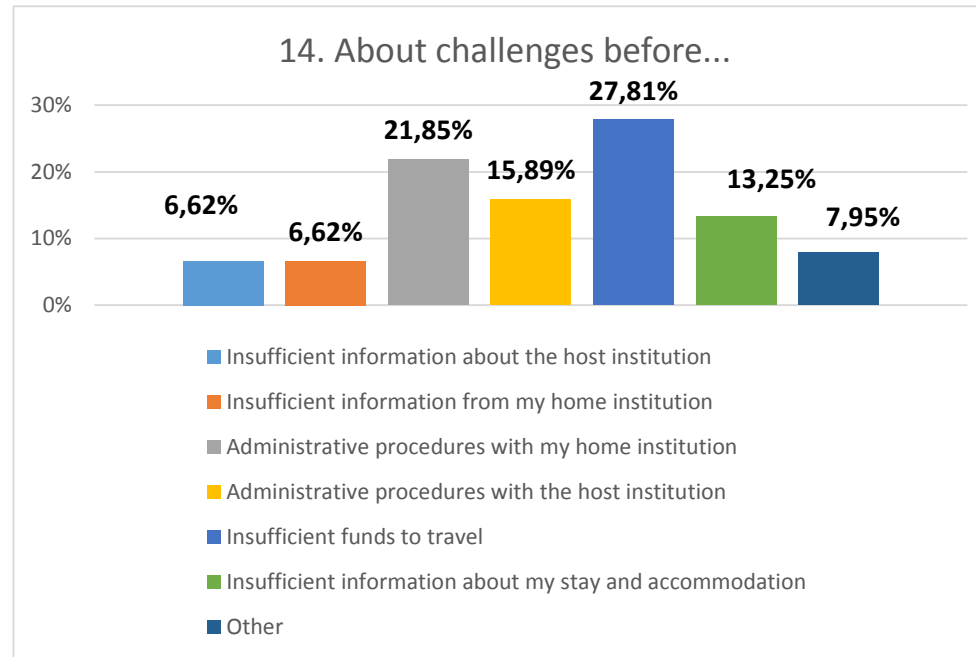


Only for Yes on Q.13

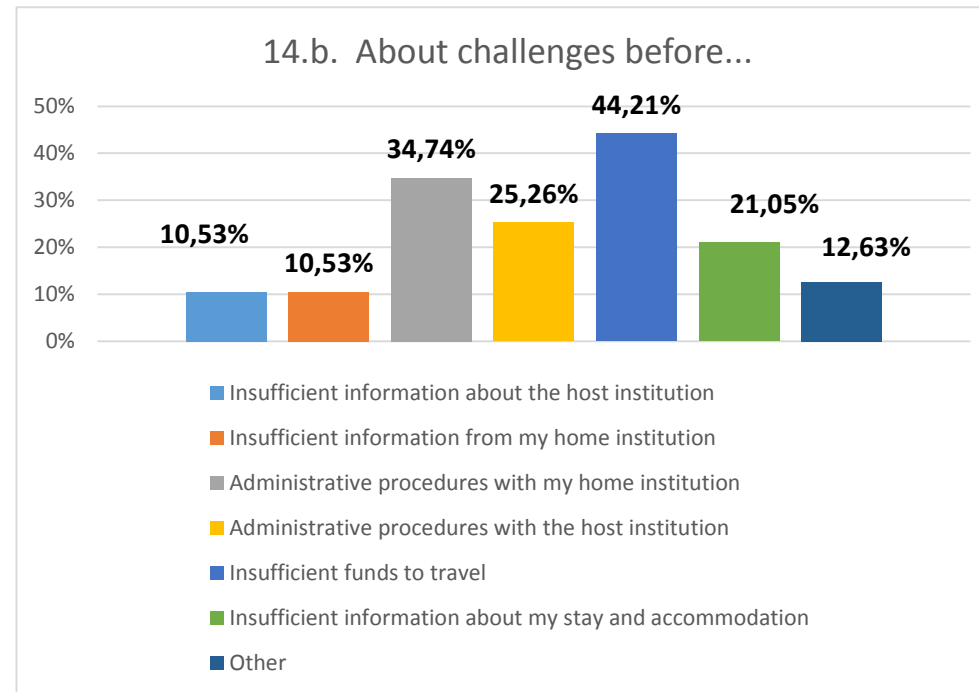
14. Indicate the challenges you encountered before your mobility

Answer	Count	Percentage
Insufficient information about the host institution	10	6,62%
Insufficient information from my home institution	10	6,62%
Administrative procedures with my home institution	33	21,85%
Administrative procedures with the host institution	24	15,89%
Insufficient funds to travel	42	27,81%
Insufficient information about my stay and accommodation	20	13,25%
Other	12	7,95%

Appendix 4.14

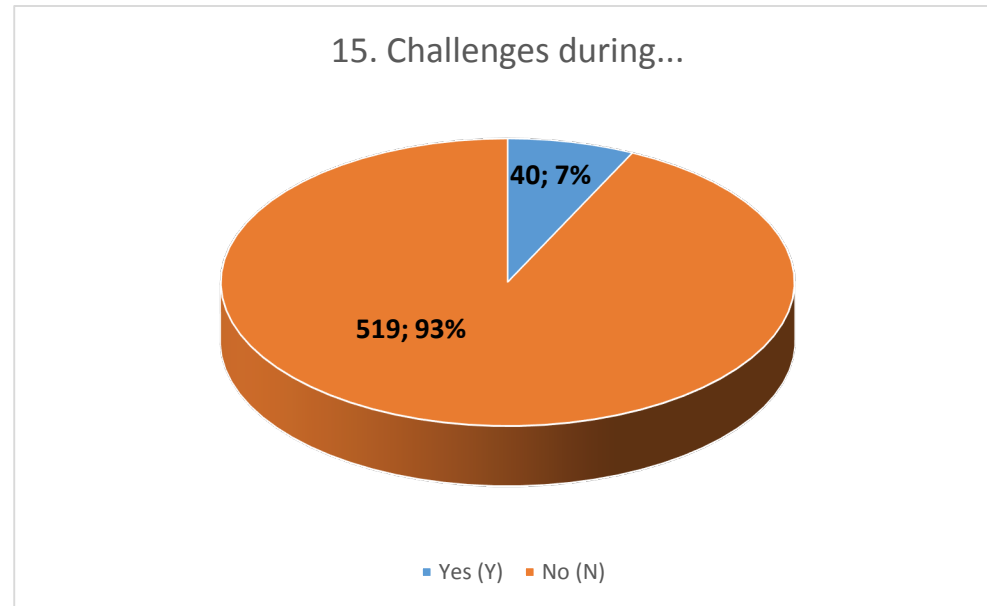


Answer	Cases	
	Count	Percentage
Insufficient information about the host institution	10	10,53%
Insufficient information from my home institution	10	10,53%
Administrative procedures with my home institution	33	34,74%
Administrative procedures with the host institution	24	25,26%
Insufficient funds to travel	42	44,21%
Insufficient information about my stay and accommodation	20	21,05%
Other	12	12,63%



15. Did you encounter any challenges during your mobility?

Answer	Count	Percentage
Yes (Y)	40	7,16%
No (N)	519	92,84%

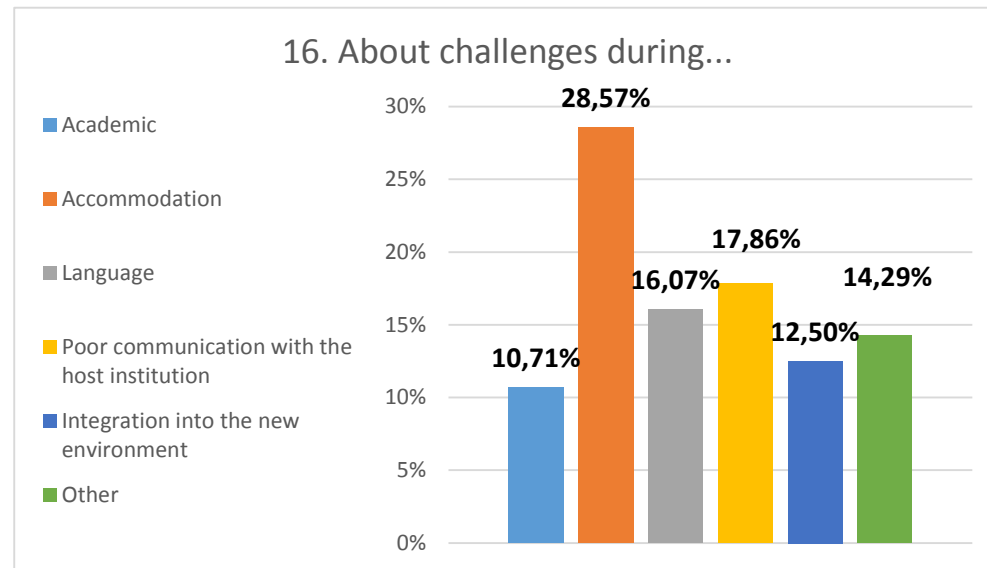


Only for Yes on Q.15

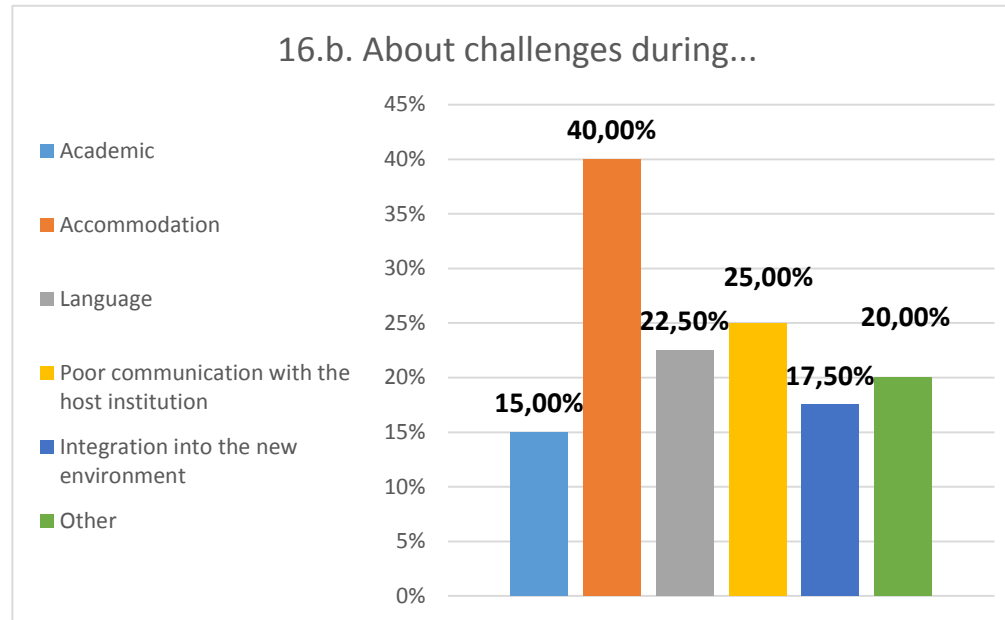
16. Indicate the challenges you encountered during your mobility

Answer	Count	Percentage
Academic	6	10,71%
Accommodation	16	28,57%
Language	9	16,07%
Poor communication with the host institution	10	17,86%
Integration into the new environment	7	12,50%
Other	8	14,29%

Appendix 4.16

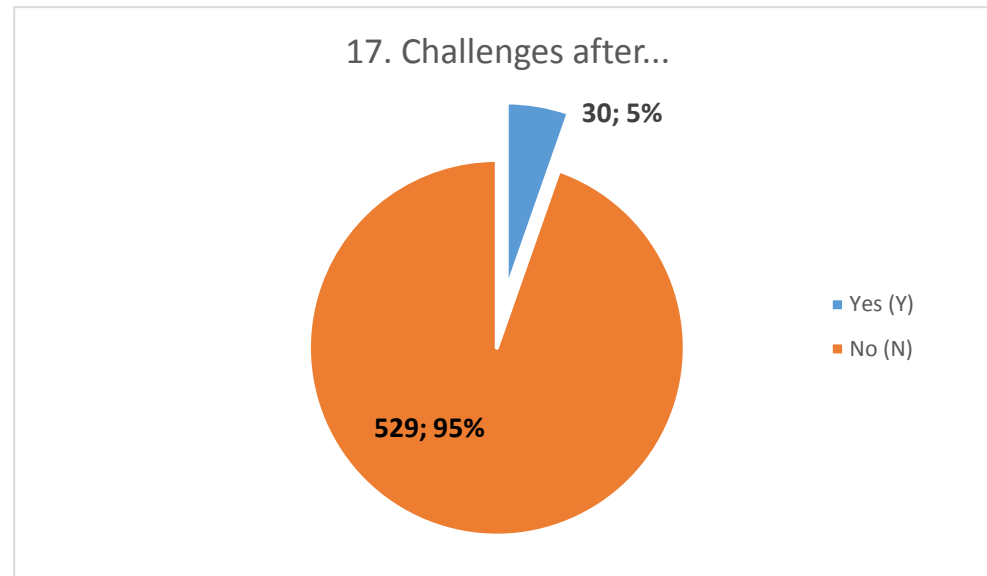


Answer	Count	Cases Percentage
Academic	6	15,00%
Accommodation	16	40,00%
Language	9	22,50%
Poor communication with the host institution	10	25,00%
Integration into the new environment	7	17,50%
Other	8	20,00%



17. Did you encounter any challenges after your mobility?

Answer	Count	Percentage
Yes (Y)	30	5,37%
No (N)	529	94,63%

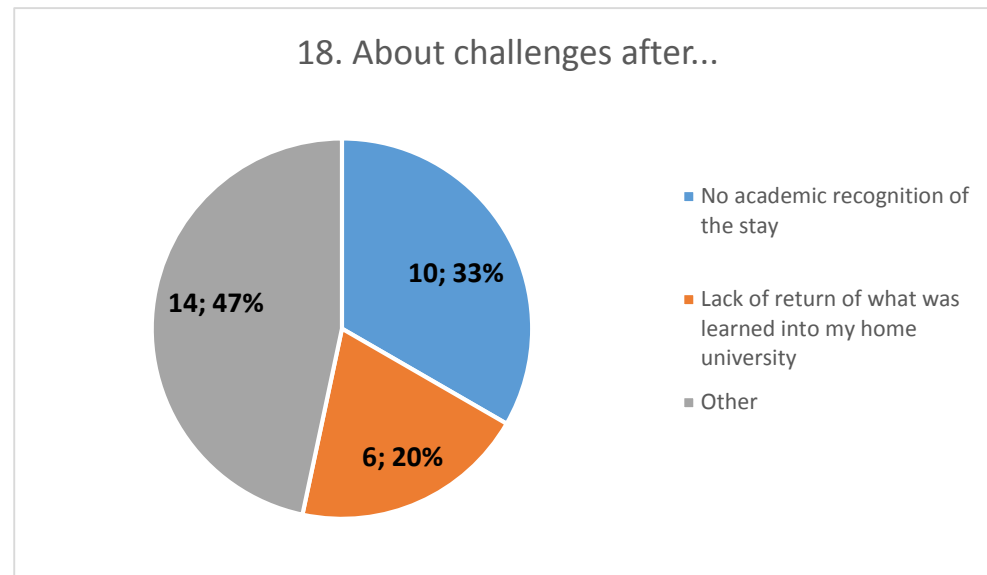


Only for Yes on Q.17

18. Indicate the challenges you encountered after your mobility

Answer	Count	Percentage
No academic recognition of the stay	10	33,33%
Lack of return of what was learned into my home university	6	20,00%
Other	14	46,67%

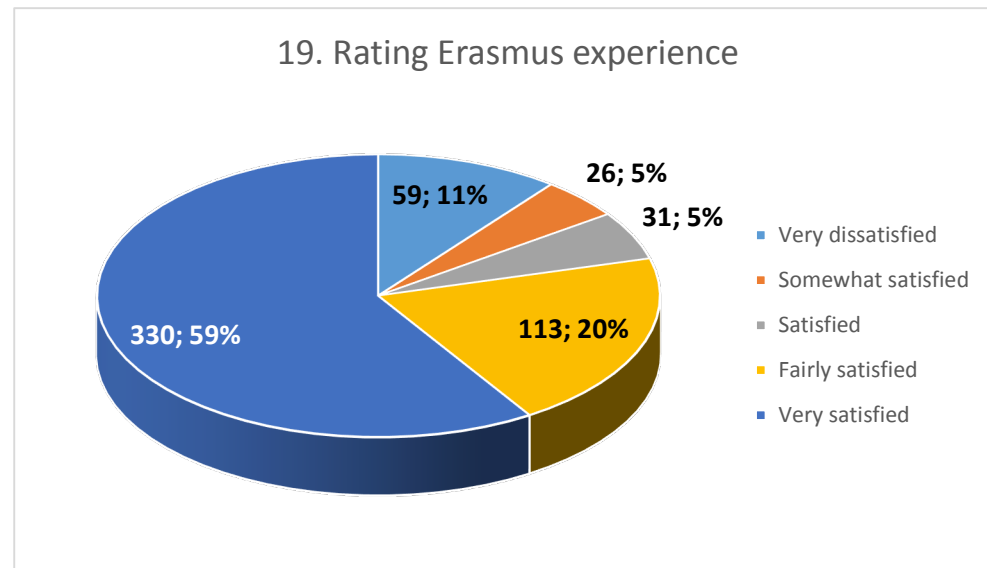
[Appendix 4.18](#)



Only for Yes on Q.7

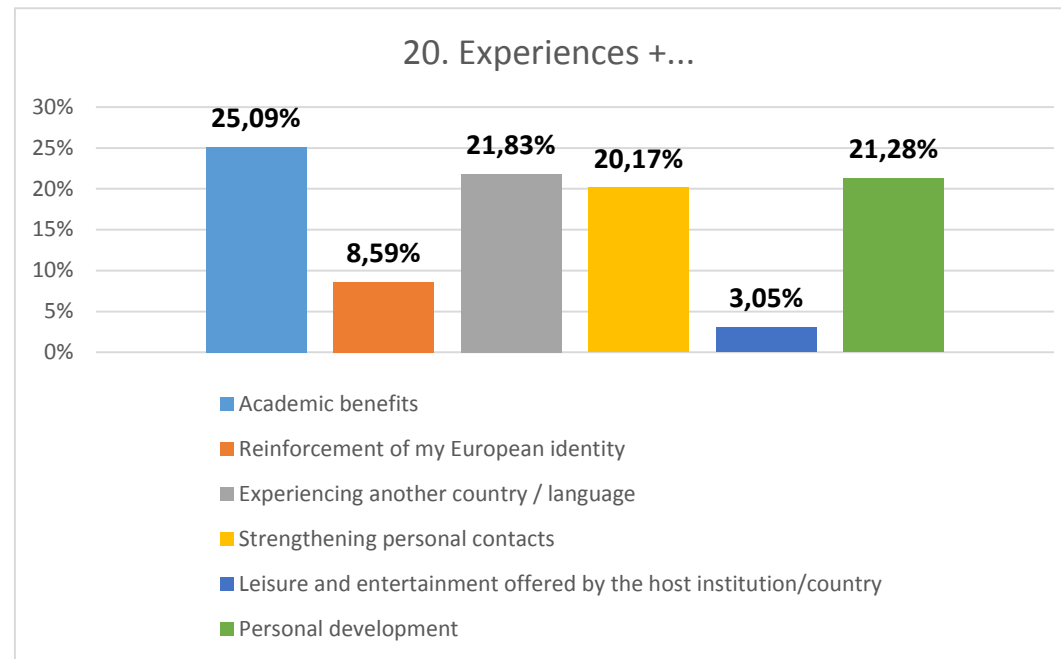
19. On a scale of 1 to 5, rate your experience

Answer	Count	Percentage
Very dissatisfied	59	10,55%
Somewhat satisfied	26	4,65%
Satisfied	31	5,55%
Fairly satisfied	113	20,21%
Very satisfied	330	59,03%

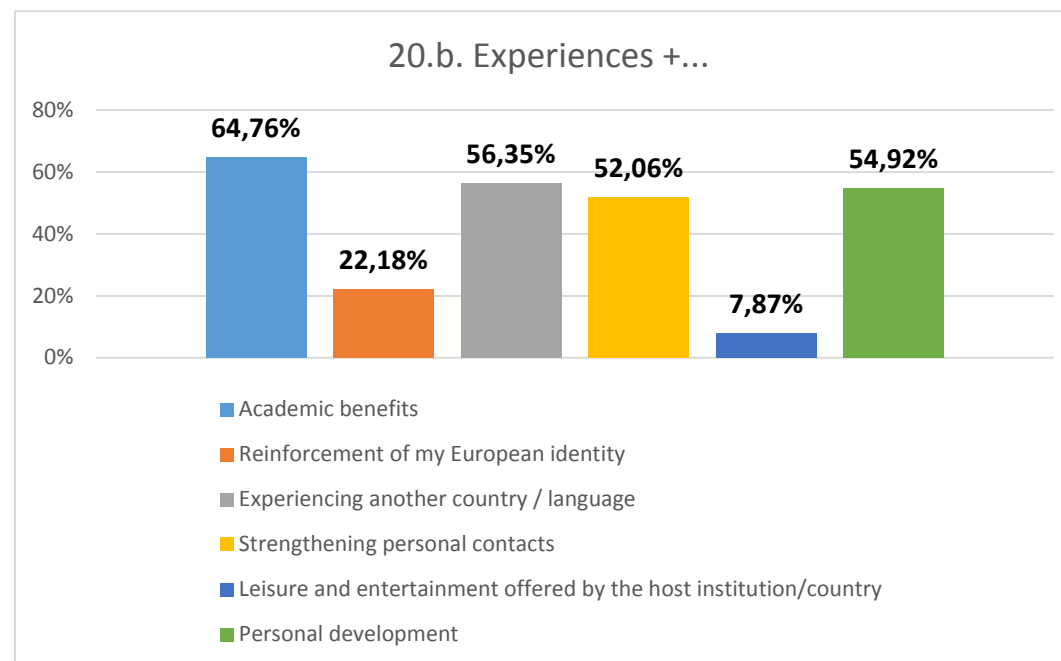


20. What are the most positive experiences of your mobility?

Answer	Count	Percentage
Academic benefits	362	25,09%
Reinforcement of my European identity	124	8,59%
Experiencing another country / language	315	21,83%
Strengthening personal contacts	291	20,17%
Leisure and entertainment offered by the host institution/country	44	3,05%
Personal development	307	21,28%



Answer	Cases	
	Count	Percentage
Academic benefits	362	64,76%
Reinforcement of my European identity	124	22,18%
Experiencing another country / language	315	56,35%
Strengthening personal contacts	291	52,06%
Leisure and entertainment offered by the host institution/country	44	7,87%
Personal development	307	54,92%



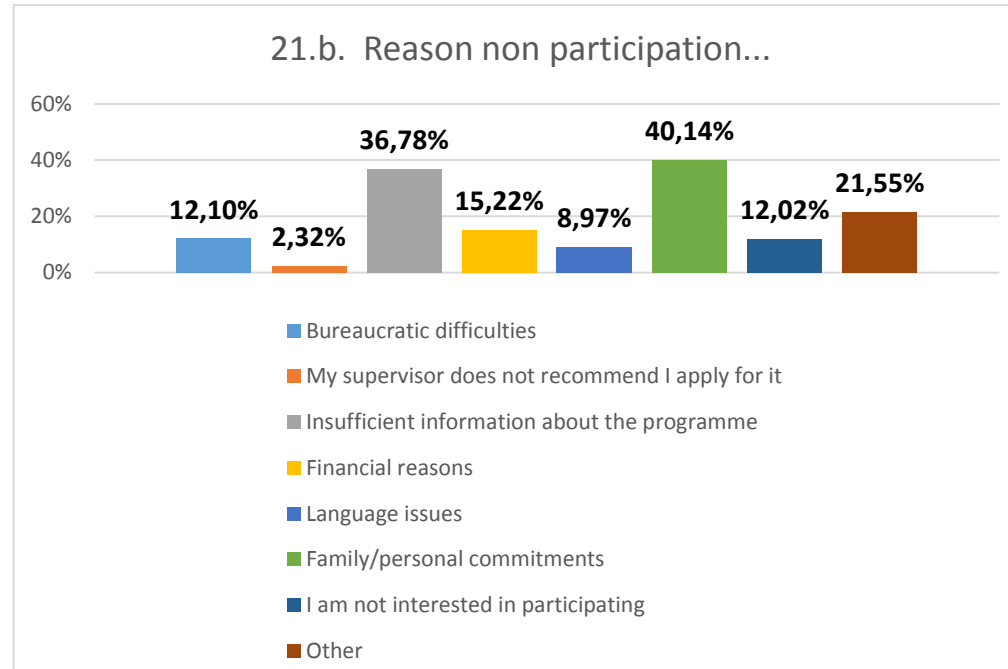
Only for NO en Q7

21. If you have not participated in an international mobility programme, indicate the reasons why

Answer	Count	Percentage
Bureaucratic difficulties	151	8,11%
My supervisor does not recommend I apply for it	29	1,56%
Insufficient information about the programme	459	24,66%
Financial reasons	190	10,21%
Language issues	112	6,02%
Family/personal commitments	501	26,92%
I am not interested in participating	150	8,06%
Other	269	14,45%



Answer	Count	Percentage
Bureaucratic difficulties	151	12,10%
My supervisor does not recommend I apply for it	29	2,32%
Insufficient information about the programme	459	36,78%
Financial reasons	190	15,22%
Language issues	112	8,97%
Family/personal commitments	501	40,14%
I am not interested in participating	150	12,02%
Other	269	21,55%



22. In case the above-mentioned obstacles were removed, would you participate in a mobility programm?

Answer	Count	Percentage
Yes	823	65,95%
No	71	5,69%
Not sure	354	28,37%

