

University of Hertfordshire Erasmus+ Policy Statement

Please note: This Policy Statement was submitted in the Erasmus+ Charter application 2015-20. The University has a current Strategic Plan 2015-20.

The University's Strategic Plan 2015-20 puts International Engagement as one of the six strategic drivers. This is articulated as 'Our international activities will advance our commitment to scholarship and learning by providing access to our educational provision to individuals and organisations around the world and by developing the global horizons of our staff and students'. The Erasmus+ Programme is a key element in the delivery of this strategic driver.

The International Engagement Action Plan has four elements:

- internationalisation of the curriculum,
- international partnerships and joint venture delivery,
- placement and exchange opportunities, and
- international student recruitment.

The University requires all programmes to offer an internationally relevant curriculum, including exchange and placement opportunities, giving students the tools to operate in a global environment and enhancing their employability which is achieved through the programme development and review process. The University seeks to increase the number of teaching and professional staff taking up mobility under the Erasmus+ Programme. In the annual planning round, individual schools agree targets for student mobility and it is the intent that staff in all schools can access mobility opportunities for staff development.

In identifying suitable academic partners, the University takes account of new country opportunities (in all geographical areas), student demand, global and national ranking and similar institutional mission and programme portfolio match. It is the intent that all students at undergraduate level can access study and work abroad opportunities and at postgraduate level it is believed mobility may best be achieved through a limited number of joint and dual awards and through joint doctoral programmes.

The University has the ambition to establish a strategic partnership involving multiple partnership activities with a peer institution in Europe, North America and Australia, and later on other continents. In addition, it seeks to promote alliances in selected subject areas in terms of student and staff mobility, joint programmes and research opportunities with partner institutions with similar academic strengths. For example, it has two dual awards in business, developed and operated through international alliances, and a joint award in pharmacovigilance through a European consortium.

International cooperation projects are managed centrally where they impact the whole institution and locally where in particular fields at school and centre level. Where locally managed, projects will have dedicated administrative resource including finance, marketing and HR support and with appropriate access to central resources, such as academic registry, quality assurance, research, enterprise and business development and legal and compliance services. The European and Study Abroad Office manages Erasmus+ student and staff mobility and student mobility under bilateral agreements with institutions outside of Europe. There is a network of coordinators in schools to support student and staff mobility. Each school has an Associate Dean of School (International) who has oversight of international recruitment, mobility and collaborative provision, and an Associate Dean of School (Research) or equivalent for research activity. A Knowledge Triangle Working Group regularly meets to identify and discuss European projects in mobility, research and commercial activity. The University's International Engagement Action Plan has a key performance indicator for outgoing student mobility which is reflected in targets for schools in annual planning rounds.

The expected impact of your participation in the Erasmus+ Programme on the modernisation of your institution (for each of the 5 priorities of the Modernisation Agenda):

1. The University, in its widening participation policy, encourages underrepresented groups to enter higher education and with Erasmus+ support to obtain international experience. It commits to developing students as global citizens through internationalising the curriculum, including mobility opportunities, and continued development of international staff and students. It also commits to developing the next generation of researchers and the Erasmus+ Programme will enable it to further extend mobility to research and taught postgraduate students.
2. Employability is a key agenda in programme development and international experience through study and work opportunities will enhance student employability. The University, through providing a culturally enriched and research informed educational experience, will produce graduates demonstrating key graduate attributes, including professionalism, intellectual flexibility, respect for others and social responsibility, prepared for work in a global environment. The Erasmus+ Programme will provide a platform for cooperation in the development of flexible learning opportunities to which the University is committed, including the development of technology enhanced learning provision.
3. All undergraduate programmes will have mobility opportunities within their curricula. The University will increase outgoing student mobility, to which the Erasmus+ Programme will contribute both within and outside of Europe, and will explore further joint and dual awards, particularly at masters level and pan-European doctoral programmes. It will increase staff participation in mobility to institutions and enterprises and facilitate research collaboration and connections.
4. Erasmus+, Horizon 2020 and other EU programmes will contribute to fulfilling the University's mission as a business facing university in which the impact of research, knowledge exchange and commercial activities are closely aligned to the future demands of business, society and the needs of the region. In this regard, staff mobility will facilitate curriculum outreach and staff development. It is the intent that all undergraduate students undertake a mandatory work placement, potentially under the Erasmus+ Programme. Employability skills and an entrepreneurial mindset are being embedded in programme curricula.
5. The University in 2012 completed an institutional restructuring to achieve an agile governance structure to meet the challenges facing higher education. It has a diversity of funding streams from government, business and philanthropic sources. In this context, European funding for programme development, mobility and research is a key element and Erasmus+, Horizon 2020 and other EU programmes will continue access to such funding streams. The University is committed to the Concordat to Support the Career Development of Researchers and European Charter for Researchers and holds the European Commission HR Excellence in Research badge.