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## QUALITY ASSURANCE UNIT

### Report on Staff Mobility Survey

#### Academic Year 2025–2026

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#### 1. Introduction

This report presents the findings of a survey conducted to evaluate the experiences of CIT staff participating in both the Erasmus+ and CEEPUS mobility programs. The survey aimed to measure staff satisfaction, identify the benefits and challenges associated with mobility activities, assess their impact on professional development, highlight areas for improvement, and provide evidence to support informed CIT decision-making.

Erasmus+ and CEEPUS are international mobility programs that promote academic exchange, cooperation, and collaboration among universities and research institutions across Europe.

#### 2. Methodology

The survey was distributed to CIT staff members who participated in either the Erasmus+ or CEEPUS mobility programs. It included both quantitative and qualitative questions designed to gather feedback on their mobility experiences.

#### 3. Sections

- General Information
- Type of Mobility (Teaching Mobility; Training Mobility; Observation; Other)
- Mobility experience
- Benefits and Learning Outcomes
- Challenges Faced
- Future Participation and Suggestions

## 2. Objectives of The Survey

The survey was conducted to:

- Assess staff satisfaction with Erasmus+ mobility experiences;
- Evaluate professional and institutional benefits;
- Identify challenges and areas for improvement;
- Support institutional internationalization efforts;
- Strengthen quality enhancement processes.

## 3. Survey Results and Analysis

### 3.1 Type of Erasmus+ Mobility

Results indicate that staff participated mainly in Teaching and Training Mobility activities.

**Table 1. Type of Mobility Participation**

No	Mobility Type	Percentage
1	Teaching Mobility	60%
2	Training Mobility	40%

The findings indicate strong staff engagement in both academic exchange initiatives and professional development activities.

The higher participation rate in Teaching Mobility suggests that academic staff continue to value opportunities that enhance teaching practices and provide international classroom experience. Participation in Training Mobility highlights the CIT dedication to continuous professional development and the strengthening of both academic and administrative competencies. The relatively balanced representation of the two mobility categories demonstrates that mobility activities effectively contribute to the institution’s strategic objectives of internationalization, knowledge exchange, and staff capacity building.

### 3.2 Mobility Destinations

Participants completed mobilities in several European institutions located in:

- Spain
- Poland
- Portugal
- Czech Republic

This diversity of destinations contributes positively to CIT internationalization and expansion of academic networks. The geographical diversity of partner institutions demonstrates active institutional engagement in European academic cooperation. Participation in mobility activities within diverse educational contexts enables staff to acquire new perspectives, exchange expertise with international colleagues, and become familiar with innovative approaches and practices. Furthermore, these experiences facilitate the development of professional networks and collaborative

opportunities that can lead to future academic and research initiatives. Mobility programs contributes to enhancing the CIT international profile and reinforcing its partnerships with higher education and research institutions across Europe.

### 3.3 Overall Mobility Experience

Participants expressed a highly positive evaluation of their mobility experience.

Table 2. Overall Satisfaction with Erasmus+ and CEEPUS Mobility

Evaluation	Percentage
Excellent	60%
Very Good	40%
Good / Satisfactory / Poor	0%

*The results indicate a very high level of satisfaction among participating staff.*

The absence of neutral or negative evaluations indicates that participants perceived mobility activities as highly beneficial and well-organized. Positive experiences are important indicators of program effectiveness and demonstrate that mobility opportunities create added value for both individual professional growth and institutional development.

### 3.4 Benefits Gained from Mobility

Participants identified several important outcomes from their mobility experience.

Table 3. Main Benefits of Mobility

Benefit	Percentage
Expanded professional knowledge / know-how	40%
Improved training skills	30%
Networking opportunities	20%
Personal growth and cultural exchange	10%

Survey findings indicate that Erasmus+ and CEEPUS mobility has a strong impact on staff professional advancement. The highest-rated benefit was the expansion of professional knowledge and expertise, followed by improvements in training-related competencies. Additionally, opportunities for networking and intercultural interaction demonstrate that mobility extends beyond immediate learning outcomes and supports sustainable international engagement and collaboration.

### 3.5 Challenges

Survey results indicate that participants experienced no major barriers during mobility implementation.

Table 4. Challenges During Mobility

Response	Percentage
No challenges reported	100%

The findings suggest that institutional support and mobility coordination processes were effective. The absence of reported challenges may indicate successful planning, clear communication, and effective administrative coordination before and during mobility implementation. Maintaining this level of institutional support remains important for sustaining positive participant experiences and encouraging future engagement.

### 3.6 Recommendation and Future Participation

Participants demonstrated a strong willingness to promote and continue engagement in Erasmus+ and CEEPUS activities.

**Table 5. Future Engagement and Recommendation**

Indicator	Percentage
Would recommend Erasmus+ to colleagues	100%
Would participate again	90%
Maybe participate again	10%

These results reflect strong confidence in the value and impact of mobility. The exceptionally high level of recommendation and future participation interest reflects strong participant confidence in the program. Such findings suggest that Erasmus+ and CEEPUS mobility is perceived not only as a professional opportunity but also as a meaningful institutional experience that supports long-term staff development and international engagement.

### 4. Areas for Improvement

Participants suggested the following measures to strengthen future mobility initiatives:

- Expand opportunities for networking and cooperation;
- Improve post-mobility follow-up mechanisms;
- Encourage joint research and long-term collaboration.

### 5. Recommendations

Based on the survey findings:

1. Continue promoting staff participation in Erasmus+ and CEEPUS mobility programs.
2. Encourage more staff members from different departments to apply for these programs.
3. Encourage post-mobility academic cooperation and research initiatives.
4. Maintain efficient administrative support mechanisms.

The Staff Mobility Survey results demonstrate a highly positive experience and confirm the important contribution of mobility activities to staff professional development, international exposure, and institutional growth.

The findings show excellent levels of participant satisfaction, with all respondents evaluating their experience positively and expressing willingness to recommend participation to colleagues.

The absence of reported challenges further reflects effective institutional coordination and support mechanisms.



**UNIVERSITY COLLEGE “CANADIAN INSTITUTE OF TECHNOLOGY”**  
*Kolegji Universitar “Instituti Kanadez i Teknologjisë”*

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The results indicate strong levels of satisfaction, active willingness for future participation, and broad recognition of the professional and academic value generated through mobility activities. Participants particularly highlighted benefits related to knowledge enhancement, skills development, networking, and intercultural exchange.

Quality Assurance Unit & IRO

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