

**2020-2021 & 2021-2022 ACADEMIC YEAR
ERASMUS+ APPLICATION ANNOUNCEMENT**

Staff Mobility- Training & Teaching

Staff Mobility can be performed in 2 ways:

1. Staff Mobility for Teaching Assignments (STA)
2. Staff Mobility for Training (STT)

Definition of the Mobilities

Staff Mobility for Teaching Assignments

Staff mobility for teaching assignments is a field of activity that allows a staff member, who is obliged to lecture at an ECHE holder higher education institution in Turkey, to teach students at an ECHE holder higher education institution in one of the program countries and to perform academic/educational activities jointly with the partner institution in relation to lecturing.

Within the scope of staff mobility for teaching assignments, it is also possible for a staff member working at an established foundation in one of the program countries to be invited to teach students at an ECHE holder higher education institution in Turkey. For a staff member to be invited to lecture they must have been employed at an overseas foundation, education center, research center or any other institution fitting the definition of foundation. Within this framework, a fitting foundation means an enterprise that performs all kinds of economic activities including social economies with all private or public institutions/establishments regardless of size, legal status and economic sector of operation. However, the person to be invited by paying their grant cannot be from higher education institutions.

Staff mobility for teaching assignments is an activity that is based on days, and the grant is paid for the days that lectures are given. Therefore, the lecturing schedule must be specified on the basis of days in the Staff Mobility for Teaching- Mobility Agreement.

NOTE: In order for the academic staff who want to attend the mobility within the scope of Staff Mobility for Teaching to benefit from the program, first of all, the department must have a Bilateral Agreement with the relevant university.

See the Erasmus Program Bilateral Agreement List :

<https://erasmus.istinye.edu.tr/partner-universities>

Staff Mobility for Training

Staff Mobility for Training is a field of activity that allows a staff member employed at an ECHE holder higher education institution in Turkey to receive training in one of the program countries. Within the scope of this activity, it is possible for a staff to participate in various training sessions (such as on the job trainings, observations) to improve their skills regarding their current profession.

Participation in conferences are not supported as part of the activity.

Within the scope of Staff Mobility for Training, it is also possible for a staff who is employed at an **ECHE holder higher education institution to go to an ECHE holder higher education institution or foundation to receive training. The foundation where staff will receive the training can be an overseas education center, research center, higher education institution or any other institution fitting the definition of foundation.**

Within this framework, a fitting foundation means an enterprise that performs all kinds of economic activities including social economies with all private or public institutions/establishments regardless of size, legal status and economic sector of operation. Staff Mobility for Training is a full-time activity, and the grant is paid for the periods of full-time training. Therefore, the training schedule must be specified on the basis of days in the Staff Mobility for Training- Mobility Agreement.

Minimum and Maximum Periods for Staff Mobility for Teaching Assignments

The activity period of staff mobility for teaching assignments has been determined as a minimum of 2 consecutive business days and maximum of 5 business days excluding the time spent in travelling. However, minimum of 8 teaching hours are mandatory for the activity to be considered eligible. When the duration of the activity is longer than 1 week, mandatory teaching hours must be increased in proportion to duration. (for example, as 8 hours of teaching are mandatory for a 1-week activity, a 2-week activity must cover minimum 16 hours of teaching.)

If it is observed in the certificate of attendance that the beneficiary performs an activity for less than 2 days and/or teaches less than the required duration except for force majeure as part of Staff Mobility for Teaching Assignments, the activity is deemed invalid and the grant is not paid to the beneficiary.

The activities for which minimum duration could not be completed due to force majeure are accepted and the grant is given for the attendance period, provided that the force majeure is documented and the travel costs are paid based on distance calculator. Our office should be contacted before an event or a situation is considered force majeure.

Minimum and Maximum Periods for Staff Mobility for Training

The activity period of Staff Mobility for Training has been determined as minimum of 2 consecutive business days and maximum of 5 business days excluding the time spent in travelling.

If it is observed in the certificate of attendance that the beneficiary performs an activity for less than 2 days, except for force majeure as part of Staff Mobility for Training, the activity is deemed invalid and no grant is paid to the beneficiary.

The activities for which minimum duration could not be completed due to force majeure are accepted and grant is given for the attendance period, provided that the force majeure is documented and the travel costs are paid based on distance calculator.

Our office should be contacted before an event or a situation is considered force majeure.

Minimum Requirements

The staff who will take part in the mobility must meet the minimum requirements below:

- The staff wishing to carry out a staff mobility must have been employed as a full-time or part-time lecturer at an ECHE holder higher education institution in Turkey and must actually be performing

his/her duty in that institution. It is not required for the staff member, who is employed at a higher education institution, to be a tenured staff; all staff members who have a contract with the higher education institution can benefit from the activities.

A staff who is tenured at a different institution and works at another higher education institution under contract should apply for mobility at the institution where they actually work, not at the institution where they are tenured. As a staff who is employed at a higher education institution via service procurement cannot benefit from staff mobility as he/she does not have a contract with that institution.

Criteria for Evaluation

- Higher education institutions are obliged to ensure an unbiased selection of staff who will benefit from mobility, ensure that transparency and justice are observed, and keep documentation in a manner to provide all kinds of information about the selection process when necessary.
- The higher education institutions are responsible for **the determination of the evaluation criteria to be applied equally to all staff members to ensure a fair, transparent, unbiased and consistent evaluation process. The criteria cannot be determined in a manner that completely excludes a certain person or staff in a certain category or allows for the selection of only a certain person or staff in a certain category.** The positive or negative weight of the determined criterion should not be to an extent that this criterion determines the entire evaluation result.

CRITERIA FOR EVALUATION			
1	Taking the foreign language exam is mandatory and the relevant staff are given points corresponding points to their exam results based on the figures on the right. (Candidates scoring below 60 in the foreign language exam will be deemed ineligible and their application will not be evaluated.)	60-70	+10 points
		71-80	+20 points
		81-90	+30 points
		91-100	+40 points
2	Having been working at the university for 1 year and over		+5 points
		Having been working at the university for 3 years and over	+10 points
3	Being a first-time beneficiary of the program		+10 points
4	Having played a role in ensuring a Bilateral Agreement with a higher education institution which was not party to such agreement before (The agreement should contain student and staff mobility.)		+20 points
5	Staff with disabilities		+10 points
6	Veteran staff, as well as staff who are spouses and/or children of veterans		+10 points
7	Participation in the country of citizenship		-10 points
8	Prior Participation (with or without grant)		-10 points

*As YÖKDİL and YDS exams do not measure four language skills, i.e. reading, writing, listening and speaking, it is compulsory to take the English Exam for the Erasmus Program.

*Types of exam and scores to be accepted are as follows:

TOEFL: 75 (Validity period is 2 years)

Grant Support

Basic Information

The grant awarded to a staff member benefiting from staff mobility is a contribution, **and does not cover all expenses related to the period abroad.**

Daily Grant Amounts by Host Countries

The daily rate to be paid to the beneficiary of staff mobility is calculated based on the amounts specified in the below table according to host country and the period to be spent. The amounts in the table are in euros.

COUNTRY GROUPS	HOSTING COUNTRIES FOR MOBILITY	DAILY GRANT AMOUNT EURO
1. Group Countries	United Kingdom, Denmark, Finland, Ireland, Sweden, Iceland, Liechtenstein, Luxemburg, Norway,	153
2. Group Countries	Germany, Austria, Belgium, France, Cyprus, Holland, Spain, Italy, Malta, Portugal, Greece	136
3. Group Countries	Bulgaria, Czech Republic, Esthonia, Croatia, Latvia, Lithuania, Hungary, Macedonia, Poland, Romania, Serbia, Slovakia, Slovenia, Turkey*	119

Daily Individual Grant Amounts for Staff Mobility Table

*Used only for staff who are invited from an overseas foundation to teach.

No grant is paid for the days that do not comprise any activities or for which the activity cannot be documented as eligible.

Grant Calculations

Daily Cost Calculations

The activity period and grant of the staff are calculated based on an estimation before the activity. Certain periods and grants must be calculated again after the activity.

A grant is awarded partly or wholly for the activity period of the staff, or no grant is given in case of “zero-grant” activities. If a grant is awarded partly for the activity period, the period to be awarded with grant cannot be less than 2 days as part of staff mobility.

Travel Cost Calculations

The amount of travel cost to be paid to staff member benefiting from staff mobility activity must be calculated using the “Distance Calculator”. The distance calculator is provided in the link below:

<https://ec.europa.eu/programmes/erasmus-plus/resources/distance-calculator>

By using distance calculator, the distance between the location where staff member is residing and the place of activity must be determined in km and the travel grant must be calculated per the below table.

The grant equivalent seen in the below table for the kilometer value calculated by the distance calculator corresponds to the round-trip fee. The amount is not multiplied by two. The fact that staff makes a connecting travel does not affect the distance calculated by the distance calculation above.

Obtained "km" value	Grant amount (euros)
10-99 km	20
100-499 km	180
500-1999 km	275
2000-2999 km	360
3000-3999 km	530
4000-7999 km	820
8000 km and over	1500

Distance Band and Travel Grant Table

The starting point of travel is accepted as the location of sending institution and the place of activity is the location of host institution. In case of the starting point of travel is a city other than the city of sending institution or the activity takes place in a city other than where host institution is located, and if this change necessitates to take another distance band into consideration, then the travel invoices are demanded and a grant is given according to the distance covered. If another starting point or place of activity is reported, the reason of this difference is specified in the report. Furthermore, documents and invoices showing the starting and ending points of travel are kept in staff's file to be submitted in potential audits.

*Beneficiaries who prove that the travel grant allocated based on the distance band in Table does not cover at least 70% of total travel expenses may demand the remaining amount as exceptional costs, provided that the situation is documented. Additional grant in this scope cannot exceed 80% of total travel expenses.

Payment to be Made to Staff

Whenever possible, higher education institutions give the grant to the beneficiary before the activity period starts or before the beneficiary goes abroad, provided that the Center receives the grants paid by the EU Commission and transfers these grants to the beneficiary institution.

Grants are paid in euros without being subject to tax deductions.

If the activity does not take place, no grant is paid to the beneficiary.

Deductions in Payment

If the documents (certificate of attendance) proving the participation in mobility activity are not submitted, then the mobility is deemed invalid, no grant is paid to staff member and the initial grant payment is refunded. Amounts which are not paid despite being stipulated in the first planning and/or refunded by the staff must be refunded to the Center.

Zero-Grant (“0” Grant) Staff

If desired, staff can participate in the activity without any grant. Staff must still make an application to benefit from the activity although without a grant and such application must still be subject to evaluation together with other applications.

The difference of zero-grant staff is that they are not included in budget calculations and that no payment is made to them. The fact that staff do not get any grants does not mean that they will not be included in the selection process.

Returning Before the Planned Activity Period Ends

As mentioned in the General Call for Proposals announced by the European Commission, the minimum duration of staff mobility is 2 days. If a period of mobility is shorter than the minimum duration, no grant is paid for such mobility. However, an entry is made to the Mobility Tool for such staff.

If a staff member returns from the mobility activity earlier than the planned period due to force majeure (such as compelling reasons, family reasons, health issues, disasters), the amount of daily grant corresponding to the period spent abroad is given to the staff member based on the distance calculator. If the amount paid is more than the grant calculated for the time spent, the excessive amount is required to be refunded.

Staff who could not complete the minimum staff mobility period of two days (excluding travels) due to force majeure are allowed to compensate and take part in an activity at the same or a different institution by signing a new teaching/training program and staff mobility agreement within the same agreement period and without being subject to the selection process again. In this case, the first activity before returning due to force majeure and the compensation activity must be reported on the Mobility Tool (MT+) separately, and travel and daily grants must be paid according to the dates of activities carried out. The number of days with grant for the compensation activity cannot be more than the number of days with grant for the first planned activity, and the right to compensation cannot be transferred to the next agreement periods.

If a staff who stayed more than the minimum activity period has to return due to a personal force majeure, they are not allowed to return to compensate the incomplete activity.

With regards to the incidents involving staff returning before completing the stipulated activity period due to general force majeure (disasters, strikes, etc. in host region), the National Agency and the European Commission examines each case separately to make a collective decision for situations such as the acceptance or repeating of the activity.

Participation in Country of Citizenship

It is possible for a staff who is a citizen of one of the Program Countries and resides in Turkey to participate in a mobility activity in his/her country of citizenship; however, such staff members are given low priority during the evaluation process pursuant to the relevant article.

Application Documents:

- 1- Application Form

<https://erasmus.istinye.edu.tr/en/application-form/staff-mobility-for-outgoing>

- 2- Letter of Acceptance/Invitation (**Staff applications without the Letter of Acceptance/Invitation at the time of application will not be accepted.**)

*The Letter of Acceptance/Invitation must cover the open mobility dates in a period of minimum 2 business days and maximum 5 business days on the stationery letterhead of the institution where the mobility will take place. (Example: 04/04/2022- 08/04/2022)

*The Letter must be signed/stamped.

See the Sample E-mail to be Used While Searching for an Institution and Sample Acceptance Letter:

<https://erasmus.istinye.edu.tr/en/announcement/sample-documents-be-used-erasmus-staff-mobility>

See the template of Mobility Agreement:

<https://erasmus.istinye.edu.tr/en/staff-mobility/training/documents>

- **Date of Application:** NOVEMBER 09th, 2021- DECEMBER 24th, 2021
- **Responsible Unit:** International Relations Directorate

Topkapı Campus: Ground Floor, Z10 and Z11
Vadi Campus: 4th Floor, 426

- **Staff that Can Apply:** All Academic and Administrative Staff.

*In Staff Mobility for Training, administrative staff are prioritized.

- **Quota:**

Staff Mobility for Training: 5

Staff Mobility for Teaching: 6

*If eligible staff waive their rights or in case of additional grant, the WAITING LIST will be taken into consideration.

- **Mobility Dates:** Mobility must be completed by **DECEMBER 31, 2022** at the latest.
- **Duration of Mobility:** Mobility grant will be given for maximum **5 business days**, and in addition, round-trip travel grant will be given using "Distance Calculator".

IMPORTANT NOTE: In order for the planned dates of the mobility not to cause any disruption at our university, the planned mobility dates should be consulted with the relevant unit/department manager, and the manager information form on our website with the link below should be filled and delivered to our office by hand.

<https://erasmus.istinye.edu.tr/en/staff-mobility/training/documents>

<https://erasmus.istinye.edu.tr/en/staff-mobility/teaching/documents>

IMPORTANT INFORMATION:

- In staff selection, proficiency in foreign language at minimum B2 level will be required for each skill (reading, writing, listening, speaking), and academic/administrative staff below the threshold will be deemed ineligible.
- If the academic/administrative staff who did not take the Foreign Language Exam following the application without any force majeure reapply to any mobility at our university within the scope of higher education, “-5 points” will be deducted from their weighted selection scores.
- If the academic/administrative staff who declined to participate in Erasmus mobility despite being selected, fail to notify their waivers within 30 days at the latest from the date of the announcements for eligible/waiting lists, “-10 points” will be deducted from any of their subsequent applications to Erasmus mobility activities at our university.

