



INGENIUM
European University

Deliverable 5.3:

INGENIUM Staff Academy Workshop 1

Work package 5 – Innovative Teaching and Lifelong Learning



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Document information

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Description of the deliverable (3-5 lines)	The INGENIUM Alliance organises Staff Academy workshops to share, transfer, and showcase innovative pedagogical methodologies. Each Staff Academy event has ten individual sessions, lasting an hour, with one from each partner university.
Key words	Innovative pedagogy, teaching, learning, innovative learning methodologies.

Document history

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30/10/2023	1	Tiina Parkkonen	Submitted
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31/10/2025	3	Tiina Parkkonen, Cai Weaver	Revised

Definitions & Acronyms

<p>Definition</p> <p>5.2 INGENIUM Staff Academy</p> <p>Description of Action from the Grant Agreement</p>	<p>The INGENIUM Staff Academy will be held twice a year, in the Spring term. Each edition will be hosted by one of the Alliance Universities, in the framework of the 10 Days of INGENIUM. The Academy will showcase, share and transfer selected innovative pedagogical methodologies (from the partner Universities or, if appropriate, from other higher education institutions beyond the Alliance). The programme of each of the Academy editions will be based on proposals submitted by Alliance staff already implementing innovative learning methodologies or wishing to develop them in cooperation with the INGENIUM partners. The Innovation Committee will issue the guidelines and will assess the proposals, and professors will be invited to submit their ideas for sharing or developing innovative pedagogical methodologies. Priority will be given to proposals focusing on:</p> <ul style="list-style-type: none"> • Effective student-centred learning, to equip students with the knowledge and other skills required for their professional development. • Connecting research and education, rapidly bringing into education the findings of research and bringing education closer to research through challenge-based and work-based methodologies • Blended learning, combining traditional classroom-based education with other learning methodologies, including distance or work-based learning. <p>Proposals should actively involve students and stakeholders in their development or implementation and should include the appropriate transfer strategies. Specific incentives and support will be made available for developing and sharing the selected proposals. As a part of the Staff Academy the currently funded INGENIUM project, national initiative European University Networks (EUN) funded by the German Federal Ministry of Education and Research (BMBF), have generated teaching teams. These teaching tandems can serve as best practice examples. They can also offer and further develop the collaboratively developed teaching concepts there.</p> <p>The Academy will provide the appropriate framework for knowledge sharing and transfer and will also offer new networking opportunities and will open avenues for enhanced cooperation. Academy sessions will be recorded and streamed to give a larger number of staff members in each University the opportunity to learn about the innovative teaching and learning methodologies.</p>
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Acronyms	LMS – Learning Management System
Work Packages	<p>WP1 – Work Package 1, INGENIUM Governance and Management</p> <p>WP2 – Work Package 2, Building a Cohesive Cooperation Framework</p> <p>WP3 – Work Package 3, INGENIUM Digital Campus</p> <p>WP4 – Work Package 4, The INGENIUM European Campus</p> <p>WP5 – Work Package 5, INGENIUM for Innovative Teaching and Lifelong Learning</p> <p>WP6 – Work Package 6, INGENIUM for Research</p> <p>WP7 – Work Package 7, INGENIUM for Sustainable Development</p> <p>WP8 – Work Package 8, Entrepreneurial INGENIUM</p> <p>WP9 – Work Package 9, INGENIUM for Social Engagement and Outreach</p> <p>WP10 – Work Package 10, INGENIUM Communication and Dissemination Strategy</p>
INGENIUM Partner Institutions	<ol style="list-style-type: none"> 1. UNIOVI, University of Oviedo (Spain) 2. MUS, Medical University Sofia (Bulgaria) 3. UoC, University of Crete (Greece) 4. HKA, Karlsruhe University of Applied Sciences (Germany) 5. XAMK, South-Eastern Finland University of Applied Sciences (Finland) 6. U'dA, Gabriele d'Annunzio" University Chieti – Pescara (Italy) 7. HS, University of Skövde (Sweden) 8. MTU, Munster Technological University (Ireland) 9. URN, University of Rouen Normandy (France) 10. TUIASI, Gheorghe Asachi Technical University of Iași (Romania)

EXECUTIVE SUMMARY

The INGENIUM Alliance organises Staff Academy workshops to share, transfer, and showcase innovative pedagogical methodologies. Staff Academy is held twice yearly, except the first year, only once. Staff Academy will be held seven times during the project period. Each event will be hosted by one of the Alliance Universities within the 10 Days of INGENIUM framework.

Each Staff Academy event has ten individual sessions, lasting an hour, with one from each partner university. The Staff Academy sessions are based on proposals submitted by Alliance staff implementing innovative learning methodologies or wishing to develop them in cooperation with INGENIUM partners.

Staff Academy workshops allow participants to gain and enhance their teaching and facilitation skills by providing additional time for hands-on learning and interaction with colleagues from diverse backgrounds and fields. It will also provide an appropriate framework for knowledge sharing and transfer, offer new networking opportunities, and open avenues for enhanced cooperation with the Alliance.

In the next iteration of Staff Academy, there will be the addition of Staff Academy Webinars to continue the conversation outside of the 10 Days of INGENIUM. More detailed feedback should be gathered from the participants to track the impact of attending Staff Academy workshops on their professional development and competencies.

The INGENIUM Staff Academy has the potential to foster professional growth and collaboration among educators across the alliance. The feedback from this event shows that the participants valued the exchange of innovative teaching methods and the opportunity to build a supportive, international community. The experience will start to strengthen cooperation and contribute to the alliance's internationalisation goals in future editions of the Staff Academy Workshops.

Introduction

The INGENIUM Alliance – a network of ten European universities – launched Work Package 5 (WP5) with a mission to foster innovative teaching and lifelong learning across partner institutions. The INGENIUM Staff Academy workshops are a series of hands-on workshops where educators from each university share and transfer their innovative pedagogical methods with colleagues from all partners.

Each Staff Academy event features ten interactive sessions (one led by each partner university) showcasing effective teaching practices, from new digital tools to active learning techniques. By design, the Staff Academy Workshops serve as living laboratories for pedagogical innovation, aligning closely with WP5's strategic targets: spreading innovative methods, promoting student-centred pedagogy, encouraging cross-institution collaboration, and embedding good practices into institutional strategy.

The INGENIUM Staff Academy is held twice a year during the **10 Days of INGENIUM**. The first-ever Staff Academy event was arranged at the University 'G. d'Annunzio', Chieti-Pescara, Ud'A in Italy from the 19th to the 23rd of June 2023 as part of the 10 Days of INGENIUM.

This document shortly opens the design, implementation, and delivery of the Staff Academy Workshop. **The impact of this event will be analysed in Deliverable 5.5** to ensure adequate time for assessing the spread and transference, as well as the adoption and impact of the Staff Academy Workshops on the teaching and learning practices and pedagogical standards of the INGENIUM European University.

Design

The INGENIUM European University hosts Staff Academy workshops to share and develop innovative pedagogical methods in collaboration with partners. Each event includes at least ten sessions, featuring one from each university. These workshops enhance teaching and facilitation skills through hands-on learning, promote knowledge sharing, foster networking, and support greater cooperation among participants.

The INGENIUM Staff Academy is held twice a year during the **10 Days of INGENIUM**. The first-ever Staff Academy event was arranged at the University 'G. d'Annunzio', Chieti-Pescara, Ud'A in Italy from the 19 –23 of June 2023 as part of the 10 Days of INGENIUM.

As part of the **Staff Academy Workshops**, each partner university has a one-hour session to present an innovative pedagogical method or teaching practice to the alliance. The format of each session is intentionally flexible, allowing presenters to tailor the structure to their content and audience.

Sessions may include:

- A combination of teaching demonstrations, group work, and reflective discussion (e.g., 30 minutes of demonstration, 15 minutes of group activity, and 15 minutes of reflection).
- Fully interactive workshops with real-time engagement and open dialogue throughout.

This flexible design encourages creativity, cross-disciplinary learning, and the sharing of transferable teaching innovations across the INGENIUM network.

Due to the short timetable, it was not possible to organise a comprehensive call for proposals using the INGENIUM platforms coordinated by Work Package 3 (WP3). Each university nominated its own participant for this Staff Academy Workshop, based on its interest and own internal application criteria, after the public call for applications was announced. This process will be improved for the next Staff Academy Workshops in future iterations. This should include clear, public application criteria, with a structured selection process, and a double evaluation process that happens with equal participation from each partner university. The call for proposals should be posted on the forthcoming INGENIUM website and the Call for Proposals platform. This should be disseminated by Work Package 10 (WP10) to ensure they reach all interested applications.

First Staff Academy Implementation

In Italy, there were ten innovative and cutting-edge workshops and lectures by pedagogical experts across Europe. Through 10 specialised workshops from all partner universities, participants gained new insights, exchanged experiences, and developed their teaching expertise to further enrich the learning environment within their respective institutions.

There were over 75 participants in Italy, and even more people followed the sessions online. The sessions were streamed using Microsoft Teams, and links were shared with all the partner universities to encourage broader participation. This information was also placed on the INGENIUM web pages created by Work Packages 3 and 10. The facilities were arranged by the University "G. d'Annunzio" of Chieti, and they provided invaluable support during the events.



Picture 1. Participants of the first INGENIUM Staff Academy, the photograph was taken on the last day by Veera Kamaja.

Monday 19th of June

Time	Case	YouTube Views
16:00-17:00	New Technologies, New Resources on the Teaching-Learning of Roman Law. University of Oviedo, Spain	14 Views
17:00-18:00	The MathE Project - Improving math skills in higher education. The Gheorghe Asachi Technical University of Iasi, Romania	Technical difficulties

Table 1. Staff Academy Workshop on Monday 19th of June.Tuesday 20th of June

Time	Case	YouTube Views
13.30-14.30	Generative feedback process in integrated learning ecosystem for higher education. The University "G. d'Annunzio" of Chieti – Pescara, Italy	19 Views
14.30-15.30	Simulation pedagogy for paramedic education. The South-Eastern Finland University of Applied Sciences, Finland	150 Views
16:00-17:00	The VR Classroom – A Hands- On Experience for Learning and Teaching in Immersive Virtual Reality. The Karlsruhe University of Applied Sciences, Germany	18 Views
17:00-18:00	Constructively aligning lesson design and assessment in order to meet inclusive education learning outcomes. The University of Crete, Greece	8 Views

Table 2. Staff Academy Workshop on Tuesday 20th of June.

Wednesday 21st of June

Time	Case	YouTube Views
13.30-14.30	Innovative Teaching and Learning Approaches for Internship. The Munster Technological University, Ireland	22 Views
14.30-15.30	Teaching of Public Health in Medical university. The Medical University of Sofia, Bulgaria	16 Views
16-17	Playing to learn. The role of Game-Oriented Learning in higher education. The University of Rouen-Normandy, France	36 Views
17-18	From Passive to Active Learning and from Summative to Formative Feedback: Mentimeter use in the classroom. he University of Skövde, Sweden	41 Views

Table 3. Staff Academy Workshop on Tuesday, 21st of June.

The edited video recordings and presentation materials are fully open and available on the INGENIUM webpages. There are only nine recordings out of the possible ten. There were technical issues recording the presentation from the Gheorghe Asachi Technical University of Iasi. These are subtitled in English and comply with accessibility requirements. The viewing statistics are listed in Table 3 from YouTube.



Picture 2. Hannu Salonen and Jarno Hämäläinen presented their simulation pedagogy example in paramedic education in the Staff Academy, along with assistance from co-worker Antti Jakonen and Master's student Veera Kamaja. Photograph taken by Tiina Parkkonen.

Data Collection and Evaluation

There was no general feedback survey for the 10 Days of INGENIUM at U'dA (Italy). A short anonymous survey was created using Microsoft Forms for the Staff Academy workshops. This survey focused primarily **on obtaining feedback from participants to help presenters develop their teaching practices, rather than understanding the impact of the Staff Academy Workshop on the entire cohort.** In other words, feedback was gathered to aid the presenters' professional development rather than understanding the impact of the presentations on the participants. This decision was made to enable the participants to develop their own presentations and teaching methods rather than focus on how their presentation was received. This collection of feedback was not successful. The survey received only twelve responses. There was no data on the transference of pedagogical knowledge or the adoption of new teaching practices. Therefore, it is not possible to analyse the impact of this event at this stage. The data collection process will be redesigned and improved for future Staff Academy Workshops and the 10 days of INGENIUM, to gather better feedback on the impact and aims of the various activities during these events. There should be a specific section in a new general feedback form to gather feedback for Staff Academy Workshops. However, exploring the idea of gathering feedback for both presenters and participants might contribute to their professional development and teaching competence.

Discussion



Picture 3. *Matthias Wölfel, with assistance from Daniel Hepperle from Karlsruhe University of Applied Sciences, gave a workshop for teaching and learning in immersive VR. Photograph taken Tiina Parkkonen.*

It was rewarding to share the knowledge from the workshops beyond the physical borders of the classroom in Italy and to provide more people with the opportunity to learn about innovative teaching and learning methodologies from different countries. Work Package 10 also supported the dissemination of information from the events in social media and marketing.

What was evident from this First Staff Academy Workshop is the appetite to connect with other educators and develop teaching practices within the broader INGENIUM European University. The development of these networks will take time and be built on trust and small encounters at these types of events. These events were streamed to allow for online participation; however, this did not work in practice during fully interactive sessions, such as workshops. It worked better for traditional types of presentation; however, interaction was limited. The added value of streaming these events seemed to be quite little. Perhaps these should not be live-streamed, but instead recorded. There was also a lot of local interest from staff at the host institution. Participation in these events should continue to be encouraged to foster more informal connections among INGENIUM staff.

Many potentially interested speakers were unable to participate due to the limit of one presentation per university. Therefore, we should consider other options to enable INGENIUM staff to connect and collaborate, such as through Staff Academy Webinars. This idea should be explored and developed before the next Staff Academy Workshops in 2024.

More detailed information about the cases can be found in this open access online magazine article in Xamk Next – “Perfect pedagogical practices - Sharing best practices across Europe”. <https://next.xamk.fi/uutta-luomassa/perfect-pedagogical-practices-sharing-best-practices-across-europe/>

CONCLUSION

The final outcome is based on the positive impact and feedback received from the Staff Academy workshop participants. In addition to sharing innovative teaching methods, Staff Academy participants appreciated interactive activities and discussions. They felt that the Staff Academy positively impacts their work or professional development. This feedback empowered INGENIUM to create an open European-wide teacher community, not just a resource HUB, but a community that can share knowledge and learn in workshops, webinars, and training sessions as part of the internationalisation strategy. Connecting, sharing, and learning will also happen via the Digital INGENIUM platform.

It was important to meet the presenters in the Staff Academy workshop before the event in Italy, to discuss their expectations and case studies in more detail and to get to know one another. They informed the hosts of their technical and physical requirements for their workshops.

It was learned that the Staff Academy selection process should be done by the Innovation Leader or Innovation Committee rather than individual institutions alone. This would create a common understanding of what is required for a successful and pedagogically innovative Staff Academy. For this purpose, a common digital application system will be used in cooperation with Work Package 3 for the next Staff Academies. This aims to create a unified and transparent application and evaluation process across the ten partner universities.

GDPR Statement

All personal data included in this deliverable, including the names and institutional affiliations of academic contributors, have been processed in full accordance with Regulation (EU) 2016/679 (GDPR). Each listed individual has provided explicit informed consent for the inclusion of their name for purposes of recognition, attribution, and career development. The data collected has been proportional to the achievement of these objectives, limited to the name and position in the institution. Appropriate safeguards have been implemented to ensure the security and confidentiality of personal data, and all data subjects retain their rights under the GDPR, including rights of access, rectification, and erasure.

References

10 DAYS OF INGENIUM: CONNECTING, SHARING AND LEARNING WITH PARTNERS ACROSS EUROPE: <https://next.xamk.fi/uutta-luomassa/10-days-of-ingenium-connecting-sharing-and-learning-with-partners-across-europe/>

10 Days of INGENIUM UdA and HKA
<https://video.xamk.fi/Panopto/Pages/Viewer.aspx?id=c11bfca9-19e1-4f52-a953-b05e00b0b842>

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Xamk Next – “Perfect pedagogical practices - Sharing best practices across Europe”.
<https://next.xamk.fi/uutta-luomassa/perfect-pedagogical-practices-sharing-best-practices-across-europe/>