



INGENIUM
European University

Deliverable 5.4:

INGENIUM Staff Academy Workshops 2-3

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

Date	Version	Prepared by	Description
31/10/2024	1	Tiina Parkkonen	Submitted
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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 in 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 who are implementing innovative learning methodologies or wish 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 2024, two Staff Academy events were organised, attracting a total of 70 participants from all INGENIUM universities. The second event took place at the University of Crete (UoC), Greece, from February 5-9 as part of the 10 Days of INGENIUM. The third event was hosted by Gheorghe Asachi Technical University of Iasi (TUIASI), Romania, from May 20-24 during the 10 Days of INGENIUM.

Since Deliverable 5.3, we have added the Staff Academy Webinars to supplement the on-site Staff Academy Workshops, allowing the work package to reach a larger number of people who could not physically join the 10 Days of INGENIUM. This also involves sharing additional teaching methods and pedagogical practices. The Innovation Strategy (Deliverable 5.1) was developed by an Innovation Committee consisting of innovation leaders from partner universities, along with student representatives. The Innovation Strategy sets the Alliance's strategic plan for innovative learning and teaching, which is used to evaluate the activities within this work package. In the third 10 Days of INGENIUM, a general feedback form was created to understand the impact of the activities on the participants. A section for Staff Academy Workshops was added to this feedback form. In the next Deliverable 5.5, there will need to be a comprehensive assessment of the Staff Academy Workshops and activities of WP5 that pays particular attention to the transferability and adoption of innovative pedagogical teaching practices, in line with the Innovation Strategy.

The INGENIUM Staff Academy has started to foster professional growth and collaboration among educators across the alliance. The feedback from these events 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) to foster innovative teaching and lifelong learning across its partner institutions. Central to this mission are the INGENIUM Staff Academy workshops, a series of hands-on events where educators from each university share and transfer their innovative pedagogical methods with colleagues from across the alliance.

Each Staff Academy event features ten interactive sessions—one led by each partner university—showcasing effective teaching practices ranging from new digital tools to active learning techniques. Designed as living laboratories for pedagogical innovation, these workshops align with WP5's strategic targets: disseminating innovative methods, promoting student-centred pedagogy, encouraging cross-institution collaboration, and embedding good practices into institutional strategies. The workshops, organised as part of the 10 Days of INGENIUM, create a cross-university community of practice and invite staff already implementing or wishing to develop innovative learning methodologies in cooperation with INGENIUM partners. This approach actively fosters collaboration, knowledge-sharing, and peer support among educators, in line with [INGENIUM's Innovation Strategy](#).

Design and Implementation

In 2024, two Staff Academy events were organised, attracting a total of 70 participants from all INGENIUM universities. The second event took place at the University of Crete (UoC), Greece, from February 5-9 as part of the 10 Days of INGENIUM. The third event was hosted by Gheorghe Asachi Technical University of Iasi (TUIASI), Romania, from May 20-24 during the 10 Days of INGENIUM.

In cooperation with the WP3 Call for Proposals platform, a digital application system was developed for Staff Academy calls in the spring of 2024. This facilitated a unified and transparent application and evaluation process across the ten partner universities. The Staff Academy call for proposals was open from 1st to 30th November 2023, with 130 registered users and a total of 75 applications received. The evaluation process included two rounds, assessed by the INGENIUM Innovation Leaders. The first evaluation round took place from 1st to 7th December, where each university reviewed its own cases. The second round occurred from 8th to 14th December, where the Innovation Leaders reviewed a random selection of other universities' top five applications and gave them points. The WP5 Project Leader then ranked the scores from highest to lowest, and the best participant was chosen. In the event of a tie, the Innovation Leader made the decision. On 18th December, both selected and unselected applicants were notified of the results.

In Crete and Romania, there were ten innovative and cutting-edge workshops and lectures by pedagogical experts across Europe. In 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.



Picture 1. Participants of the second INGENIUM Staff Academy in Rethymno, Crete. Photo: Tiina Parkkonen.

Second Staff Academy Implementation

There were 40 participants in Crete, and some people followed the sessions online. The sessions were streamed using Microsoft Teams. The online 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 of Crete (UoC), and they provided invaluable support during the events.



Picture 2: Participants of the second INGENIUM Staff Academy in Rethymno, Crete. 3D printing pedagogical tools for pediatric surgery. Photo: Tiina Parkkonen.



Picture 3: Participants of the second INGENIUM Staff Academy in Rethymno, Crete. The Dot Game showcased how game-based learning teaching methods can be used in action. Photo: Tiina Parkkonen.

Tuesday 6th February

Time	Case	YouTube Views
9:00-9:15	Opening Speech University of Crete	49
Time	Case	YouTube Views
9:15-10:15	Interest of 3D printing for creating pedagogical tools for pediatric surgery. University of Rouen Normandy	56
10:30-11:30	Serious Games. South-Eastern Finland University of Applied Sciences	31
11:30-12:30	MUS' e-Learning: Innovative Approaches to Teaching and Learning in the Digital Age. Medical University of Sofia	54
14:00-15:00	Virtual Site Visits: The use of immersive and accessible technologies in the teaching of Civil Engineering. Munster Technological University	19
15:00-16:00	Exploring the Integration of Digital Twin and Mixed Reality Technologies: A Multidisciplinary Approach in Higher Education. Gheorghe Asachi Technical University of Iasi	64

Table 1: Staff Academy Workshop at the University of Crete (UoC), Crete 6th of February 2024.

Wednesday 7th February

Time	Case	YouTube Views
9:00-10:00	The Live-Lab: KaPIL - Karlsruhe Platform Innovation Lab. Karlsruhe University of Applied Sciences	31
10:30-11:30	Cities of the World Università degli Studi "G. d'Annunzio" Chieti – Pescara.	39
11:30-12:30	Experiential learning of EU through simulation as a tool for European citizenship and democratic values awareness. University of Crete	17
14:00-15:00	Teaching the Dark Art of Deception: A Workshop on Pedagogical and Ethical Challenges when Students Roleplay as Attackers. University of Skövde	30

15:00-16:00	Applying Board Games to Achieve Competences in Humanities: The Cases of Timeline and Time's Up. Universidad de Oviedo	16
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Table 2: Staff Academy Workshop at the University of Crete (UoC), Greece, 7th of February 2024.

Third Staff Academy Implementation

In Romania, a series of ten pioneering workshops and lectures were conducted by educational experts from all ten partner universities. These sessions, organised by partner universities, provided participants with fresh perspectives, facilitated the exchange of experiences, and enhanced their teaching skills, ultimately enriching the educational environment at their institutions. Overall, there were 30 participants during the Staff Academy event.



Picture 4: Participants of the second INGENIUM Staff Academy in Iasi, Romania. 'Dealing with threshold concepts: mistake driven learning' Interactive workshop on supporting mistake-driven learning with threshold concepts. Photo: Cai Weaver.

Tuesday 21st February

Time	Case	YouTube Views
9:00-9:15	Opening Speech Gheorghe Asachi Technical University of Iasi	10
9:15-10:15	Team Based Learning” TBL approach? An experiential introduction. Munster Technological University	Technical difficulties
10:30-11:30	Online Collaborative Storytelling and Mind Mapping in Bilingual Education: A Pilot Study to Enhance Students’ Motivation and e-Learning. Universidad de Oviedo	32
11:30-12:30	Business involvement-based learning in the Clinical Trials Management Master Program. Medical University of Sofia	12
14:00-15:00	Digital Learning for Footwear Design and Engineering. Gheorghe Asachi Technical University of Iasi	14
15:00-16:00	“Tell your story – build your dream”: Towards the international work-life competences”. South-Eastern Finland University of Applied Sciences	56

Table 3: Staff Academy Workshop at Gheorghe Asachi Technical University of Iasi, Romania, 21st of May 2024.Wednesday 22nd February

9:00-10:15	Dealing with threshold concepts: mistake driven learning. University of Skövde	30
10:30-11:30	An Approach to Sustainability and Developing 21st Century Skills: A Business English Entrepreneurial Simulation Course. Karlsruhe University of Applied Sciences	41
11:30-12:30	Simulation center to train teaching and education professionals. University of Rouen Normandy	13

14:00-	Applying Case Studies' teaching technique in Higher Education. University of Crete	11
15:00-16:00	Revolutionizing Dental Education: The OMG System's Real-Time Guidance. Università degli Studi "G. d'Annunzio" Chieti – Pescara.	13 ONLINE

Table 4: Staff Academy Workshop at Gheorghe Asachi Technical University of Iasi, Romania, 22nd of May 2024.



Picture 5: Participants of the second INGENIUM Staff Academy in Iasi, Romania. Case about how storytelling technique can break down barriers between people and facilitate better intercultural communication. Photo CC BY-SA: Peter Fogel.

More detailed information about the Staff Academy cases can be found in this open access online magazine article in Xamk Next – Excellence in Education.

Data Collection and Evaluation

Feedback was gathered on the Staff Academy Workshops as part of the general feedback survey for the 10 Days of INGENIUM events, coordinated by WP4. This aims to collect feedback for quality assurance and to enhance future INGENIUM events. Responses are anonymous, and the survey assures participants that their answers will be handled confidentially, with no identifying tokens stored alongside responses. Participation is voluntary, and respondents may skip questions or choose not to participate. The target group includes participants in any of the activities during the 10 days of INGENIUM: staff week, Staff Academy, junior school, senior school/PhD Days, WP and governance meetings. The survey is tailored based on the participant type, for instance, a speaker at the Staff Academy, a mentor, or a student. Participants have around 4 weeks to complete the survey. It uses rating scales (typically 1 to 5, where 1 = low satisfaction and 5 = high satisfaction) to gauge participants' satisfaction with

different aspects of the event. It also features open or free-text fields, allowing respondents to comment in their own words. This general feedback survey is useful to understand the immediate impact of the Staff Academy Workshops; however, it does not allow us to assess the larger or broader impact of the events because the participants have not had time to return to their institutions and discuss their experience of new teaching methods or pedagogical practices from participating in WP5 activities.

However, it is still too soon to be able to assess the impact of these Staff Academy Workshops, as there has been insufficient time to allow for the transference and adoption of new pedagogical practices or teaching methods by the participants in their host institutions. These will be explored in more detail in Deliverable 5.5 when there have been several editions of events already, and we can gather longitudinal data and see the evidence of cooperation and networking between partner institutions.

Staff Academy Webinars

After the first Staff Academy call for proposals, we realised that many excellent teaching methods should be shared with the INGENIUM network but were not chosen to participate in the Staff Academy event during the 10 Days of INGENIUM. We decided to offer a forum for all applicants and those interested to share their innovative teaching methods and cases.

Starting March 2024, the South-Eastern Finland University of Applied Sciences (Xamk) has hosted four INGENIUM Staff Academy webinars to share proposals or any other innovative teaching practices with the INGENIUM network members. These sessions feature 1–3 short case presentations on innovative teaching practices, followed by engaging discussions and Q&A sessions. Webinars are hosted on Zoom, and edited recordings are shared later in the INGENIUM YouTube channel. These webinars provide a platform for sharing and learning. So far, the webinars have brought together a total of 86 participants.

13 March Webinar 1	Topic	Impact
Lecturer PhD, “Gheorghe Asachi” Technical University of Iasi.	Bring the ideation into your classroom: co-create to innovate. An interactive teaching methodology along with specific activities which aims to uncover and to use ideation type of activities. The main objective of the methodology is to explore different approaches in order to increase students’ engagement, enhance the creative potential and achieve a better understanding of ideation within innovation processes.	18 participants in the webinar 23 views of the recording on YouTube

Professor, PhD, Medical University of Sofia.	Business involvement-based learning in the Clinical Trials Management Master Program. In the Clinical Trials Management Master Program, business involvement-based learning integrates real-world industry practices into the curriculum. Students engage with clinical trials companies, pharmaceutical companies, contract research organizations (CROs), hospitals and regulatory agencies to gain practical insights into clinical trial management. Through industry partnerships, case studies, and hands-on projects, students develop critical skills in protocol development, regulatory compliance, budgeting, and stakeholder engagement. This immersive learning approach equips students with the knowledge and experience needed to navigate the complexities of clinical trials management and prepares them for successful careers in the pharmaceutical and healthcare industries.	
9 April Webinar 2	Topic	Impact
Professor, University of Oviedo.	A holistic approach for a Flipped Classroom experience in the frame of STEM subjects in the field of Fluid Machinery, Systems and Installations.	23 participants in the webinar. 15 views of the recording on YouTube.
Doctor, Associate professor, University of Oviedo.	Implementing the escape room as a new teaching innovation. The work is carried out by 6th year medical students. Script and phases for its realization will be presented as well as a demonstration video of the session.	
16 May Webinar 3	Topic	Impact
Research Fellow, University of Oviedo	Outcomes of an IoT-Centric Multi-Disciplinary Multi-Education Pilot Trial with Engineering Students	15 participants in the webinar.
Lecturer, Munster Technological University Eimear Lecturer, Munster Technological	The Development, Implementation & Evaluation of Assessment Rubrics for Modules in Sport, Fitness, Coaching & Physical Education	15 views of the recording on YouTube.

University, Kerry, Con Burns, Dr., Munster Technological University, Cork		
Senior Lecturer, University of Skövde	Meeting students in the midst of their professional life- Design and implementation of online courses in lifelong learning	
1 October Webinar 4	Topic	Impact
Teacher and researcher, University of Oviedo, Spain.	Educational Videos Generation: Didactictactv	35 participants in the webinar. 195 views of the recording on YouTube.
Lecturer in Nursing and Healthcare Sciences, Munster Technological University, Ireland.	Giving Voice to Values: Ideas to Action at MTU. 'Giving Voice to Values' or GVV (Gentile 2010, 2021) is an action-orientated pedagogy which supports people to act on their values in times of adversity. This session will present an overview of GVV, outline MTU's engagement with this approach and detail its application in nursing and other contexts.	
Project manager & Language Specialist, South- Eastern Finland University of Applied Sciences – Xamk, Finland.	Call for Joint Education Lab Projects at INGENIUM European University. The INGENIUM Education Lab is an experimental, decentralised hub which aims to create innovative educational methodologies with real-world applications. In this webinar, you'll learn more about our open call for Joint Education Lab Projects. This initiative aims to fund collaboration between different faculty, educators, and RDI specialists to develop advanced teaching methods, micro credentials, courses, and educational products. During the session, you'll learn how to apply, what funding is available, how to find partners to cooperate with, and what sort of project proposals you could submit. You'll also have the opportunity to ask any questions you might have. Let's shape the future of education together – join us to learn how to get involved!	

Table 5: Staff Academy Webinars 2024.

In 2024, presenters represented Uniovi (5), MUS (1), Xamk (3), HS (1), MTU (2), and TUIASI (1). In 2025, presenters included Xamk (5), U'dA (1), and one external contributor. While registration numbers have remained consistently high, actual attendance has tended to be lower,

indicating a need to ensure that staff have adequate resources to participate. Furthermore, time needs to be given for competence development and support from their own institution. As pedagogical development is a core priority of INGENIUM, perhaps resources or hours could be allocated to staff for participation. A total of 118 participants attended six Staff Academy webinars in 2024.



Picture 6: Staff Academy Webinar social media advertisement.

CONCLUSION

The Staff Academy events in 2024 have demonstrated the power of collaboration and innovation within the INGENIUM network. Two successful events, attracting over 70 participants from all partner universities, have fostered a vibrant community of educators dedicated to enhancing teaching and learning practices. It was rewarding to share the knowledge from the workshops and have the opportunity to learn about innovative teaching and learning methodologies from different countries. Additionally, Work Package 10 and communication coordinators from partner universities played a crucial role in promoting the events through social media and marketing.

The edited video recordings and presentation materials are fully open and available on the [INGENIUM web pages](#) and [INGENIUM YouTube channel](#). These are subtitled in English and comply with accessibility requirements. The local technical specialists and INGENIUM partner institutions were crucial in helping WP5 to create these successful events. **The support of the host institutions went above and beyond what was required and was excellent.**

The development of the digital application system through the Call for Proposals platform has streamlined the application and evaluation process, ensuring transparency and efficiency. The robust participation, with 130 registered users and 75 applications, highlights the strong interest and engagement across the network. The thorough evaluation process, conducted by INGENIUM Innovation Leaders, ensured that the best proposals were selected, contributing to the overall success of the events.

The workshops and lectures held in Crete and Romania provided invaluable opportunities for participants to gain new insights, exchange experiences, and develop their teaching expertise. Since there were very few remote participants, it may not make sense to arrange a remote connection for future sessions, given the workload of organising it. We could focus on classroom workshops and making quality video recordings at future events to ensure the broader reach of good practices. The dissemination of knowledge beyond the physical events has further amplified the impact of these sessions.

Edited video recordings and presentation materials, with English subtitles and accessibility compliance, are available on the INGENIUM web pages and YouTube channel, ensuring that the knowledge shared during these events is accessible to a wider audience. Looking ahead, the continued organisation of Staff Academy webinars by the South-Eastern Finland University of Applied Sciences (Xamk) will provide ongoing opportunities for sharing innovative teaching practices within the INGENIUM European University. With 86 participants so far, these webinars are proving to be an effective platform for fostering collaboration and learning within the INGENIUM network.

The success of these initiatives underscores the importance of collaboration and innovation in advancing educational practices. As we move forward, the INGENIUM network remains committed to building a solid and interconnected community of educators dedicated to excellence in teaching and learning.

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

Spreading Successful Methods Across Europe <https://next.xamk.fi/uutta-luomassa/excellence-in-education-spreading-successful-methods-across-europe/>

Connecting Educators Across Europe: INGENIUM Staff Academy <https://next.xamk.fi/yleinen/connecting-educators-across-europe-ingenium-staff-academy/>

INGENIUM Staff Academy YouTube playlist:
<https://youtu.be/8HHU0EesvdA?si=fPj0DGVQ0V5xGtGx>

Staff Academy webpage (10/2025): <https://ingenium-university.eu/ingenium-staff-academy-call-for-proposals/>