

# **VHERMAG Staff Development/Exchange Proposal**

## **Rationale**

Staff exchange is an enriching experience on many levels. It enhances both personal and professional development, stimulates creative ideas, enhances relationships, and strengthens professional knowledge & practice. It provides staff firsthand experience to different approaches born by institutional diversity. It provides opportunities to interact with new professional contacts, at the same time, laying important foundations for future exchanges and collaborations

A VHERMAG staff exchange/development program will provide an opportunity for staff at all levels to broaden skills, spending time in another University environment which will contribute to their development by exposing staff to alternative recordkeeping and archival practices in a related but different environment.

The broader staff of each institution hosting a staff exchange will also gain a valuable networking experience in having someone from another institution in their unit.

The development of a staff exchange/development program supports many of our objectives in establishing the VHERMAG group. In particular:

3.2 Facilitate the exchange of experiences and ideas that lead to effective and efficient practices in information and records management.

## **Way forward - for Discussion**

Each University express interest in participation in the program by indicating if they are willing to host a staff member or would like to explore development opportunities for their staff

Each institution indicate in which areas they could provide a development experience in or a project that they could provide for an interested staff member

Length of exchange - It is acknowledge that each institution will have local rules to meet and this will be flexible and negotiated between the two participating institutions.

At the completion of an exchange the participants present a written or verbal report on learnings to the VHERMAG group meeting