

## **A mimetic way of designing and implementing Staff development with research-rooted Academics.**

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From March 2000 to June 2000, the University of Liège proposed to all its staff members an original way of training, through an (internal) conference, splitted into 4 Saturdays, with a Special Interest Group network, forum discussions, distance learning support, publications sharing, i.e. the usual way researchers communicate to develop their research efficacy. Sixty staff members attended this event and data have been collected about their reactions. This mimetic way of considering staff development (with research development) will be described (contents, strong and weak points) and discussed. The presenters hope to receive feedback from the audience and hear about similar experiments.