

## SPbPU Discussed how to Attract International Lecturers to Russian Universities

Within the framework of the International Polytechnic Week -2016 SPbPU hosted the training on introducing services of professional and social support, and assigning international lecturers to universities - members of the Russian Academic Excellence Project 5 top 100. The training was held as part of the project "Effective services of professional and social support, and assigning international experts of different categories to universities - members of the Russian Federation Academic Excellence Project". The Project is ordered by the Ministry of Education and Science of the Russian Federation with the support of "Global Universities" Association. Executive Contractor of this Project is SPbPU.



The necessity to conduct this training is determined by the interuniversity policy targeted at attracting international lecturers to Russian universities, and creating special conditions to integrate foreign specialists into a new environment. The training was attended by representatives of "5-100 Project" universities - members, managers and specialists involved in recruitment and support of international research & teaching specialists.

Today the Polytechnic University employs a lot of international specialists - over 150 people. Attending lecturers of world's leading professors and professional experts, students become aware of global research development, which helps them select areas and topics for future Degree works. According to Polytech specialists, one of the main goals to create services of professional and social support is to help visiting researchers and professors to adapt to the environment of our University.



SPbPU International Offices under the leadership of the Vice-Rector for International Relations D.G. Arseniev participated in the competitive selection of international researchers and professors. According to D.G. Arseniev, every professor makes a personal contribution into the common cause aimed at improving knowledge, skills and competence of Polytechnic's younger generation.



"Invitation of international specialists is an important part of Polytechnic internationalization, improving the reputation of our University in the global educational arena. We made great efforts to study experience of our partners. Today visiting professors from top world's universities give lectures at the Polytechnic University. They become scientific advisors for our students, their recommendations and advice help students succeed in the professional field and choose subjects for future research", - said D.G. ARSENIYEV. SPbPU Vice-Rector for International Relations emphasized that the effective practice for the Polytechnic University is to attract lecturers from partner-universities. He also expressed his gratitude to employees of the Center for Sociological Research, "Global Universities" Association, Tomsk State University, National Research Nuclear University MEPhI, Higher School of Economics, ITMO University and other partner universities of SPbPU.



D. Arseniev's speech was supported by chief specialist of the Federal State Autonomous Research University (FSARU) "Center for Sociological Research" A.V. Korablev and Director of Internationalization of "Global Universities" Association Y.V. Grinkevich. The latter pointed out uniqueness and potential of each university, necessity of individual approach and efficiency of using knowledge and skills gained during the training.



"We wanted to show all the opportunities in attracting international research & teaching specialists. I hope that every participant will find something interesting", - explained Y.V. Grinkevich.

The representative of FSARU "Center for Sociological Research" talked about techniques and data analysis developed at the Center. "We had to unite best practices, set interaction in the work with visiting specialists. We tried not to be too theoretical, but find something relevant of practical value. All the information is accessible, you can regularly share experience", - A.V. KORABLEV addressed to the audience.



On the first day of the training the head of the International Relations Office V.D. Khizhnyak reported on the main results of the project implementation, which included attracting and assigning international lecturers; he also organized discussion of methodological guidelines. Moreover, the training participants were offered the problem case from Aalto University (the speaker was Jenni Ståhl, a coordinator of HR services at Aalto University). This university developed one of the best European systems to support the international staff, e.g. international visitors, researcher and teachers can benefit from the system of life employment and fixed-term contracts.

On the second day of the training its participants discussed the problem case from the University of Luxembourg (the speaker was Franck Leprévost, Vice-President of International Relations at the University of Luxembourg), the problem case from the University of Queensland (the speaker was N.S. Lukashevich, Deputy Head of the Department of Entrepreneurship and Commerce), the problem case from Delft University of Technology (the speaker was N.A. Nikolayev, a lecturer of the Department of Entrepreneurship and Commerce), the problem case from the Higher School of Economics (the speaker was Y.V. Grinkevich, Director of Internationalization at the Higher School of Economics), the problem case from SPbPU (the speaker was V.D. Khizhnyak, Head of the International Relations Office). In addition the training participants dealt with statutory and regulatory documents for setting up and managing services of professional and social support for international specialists (the speakers were M.V. Pakhomova, Head of SPbPU HR

Office, and V.D. Khizhnyak, Head of the International Relations Office). O.V. Zoubriyeva, Deputy Head of the Department for PR and Legal Affairs at the Federal Migration Service of Russia in St. Petersburg and Leningrad region gave a tutorial on administering labor contracts with international staff and recent changes in the Russian legislation referring to university employment of international specialists.



All training attendees agreed that establishing appropriate labor relations with visiting research & teaching specialists could be a prerequisite for successful activity at the university. Responses of international lecturers and their job satisfaction contribute to increasing a number of international students and joint research projects.

"Effective support of international research & teaching specialists can help accomplish the university mission. We regularly analyze changes in the universities - Project members. It is essential to pre-estimate the services which the University is due to introduce, to provide professional training and adaptation programs for specialists, to set up subdivisions for achieving these goals", - concluded V.D. KHIZHNYAK, Head of the International Relations Office.

At the end of the event special certificates were awarded to all the training participants. All the experts appreciated the event and expressed readiness for regular communication on improving techniques for recruitment and adaptation of international lecturers.

Дата публикации: 2016.06.15

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