



UNIVERSITY OF TARTU

Internationalisation

How it is done at UT Skytte institute

Olga Bogdanova



Who we are - University of Tartu

- Top 2% of the world's best universities (QS World University Ranking 2016, Times Higher Education World University Ranking 2016-2017)
- Belongs to the top 1% of the world's most-cited universities and research institutions in 10 research areas
- Over 1,300 international students from more than 90 countries (**169 degree students of Skytte, 399 degree students of Socialia + 155 Erasmus students**)
- Over 140 international faculty members (teaching and research)



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Who we are - Johan Skytte Institute of Political Studies

Awards full-degrees in English (in total 134 subjects)

Institute MA programmes

- European Union – Russia Studies
- International Relations and Regional Studies
- Democracy and Governance
- Baltic Sea Region Studies

Joint programmes

- Central and East European, Russian and Eurasian Studies (CEERES)

Double-degrees

- International Master's in Economy, State and Society (IMESS)
- International Masters in Russian, Central and East European Studies (IMRCEES)



What we do - Johan Skytte Institute of Political Studies

Strong emphasis on and expertise in area studies

- European Union
- Eastern Partnership
- Baltic Sea Region
- Russia
- Asia (China)

Research centres

- Center for EU-Russia Studies
- Center for Applied Social Sciences
- Center for IT Impact Studies

Partners in the large-scale EU research networks and projects

What we/I actually do

- Branding
- Target marketing / Personalised marketing
- Head hunting
- International relations / Networking
- Developing organisational culture



@ international students

- Keep contact throughout the matriculation period, improve communication
- Assign a contact point (programme manager, students coordinator, mentor, etc.)
- Provide guidance (maps, directions, signs)
- Include into (all possible) mailing lists
- Create monthly newsletters, FB group
- Create a study guide
- Eliminate hierarchical barriers



COMMUNICATION IS ALL THEY NEED



@ scholars/teaching staff

- Keep contact, improve communication
- Assign a contact point, mentor
- Provide guidance (maps, directions, signs, suggestions, bonus cards, etc.) *if needed*
- Include into (all possible) mailing lists
- Eliminate hierarchical barriers
- Provide a desk and a sauna towel

DO IT ALL BILINGUALLY



Piece by piece

- Create multicultural environment
- Offer cake in the coffee room
- Invent traditions
- Set of social events (sauna evenings, stammtisch, beginning and closing of academic year)
- Be flexible and tolerant
- Allow your staff to have various bonuses
- Assist with practicalities *if needed*





They praise us because

- We are flexible
- There are no hierarchical barriers
- Any problem is solvable
- Bureaucratic burden is low
- Many possibilities for self-development (trainings, mobility, projects)
- We live in culturally exotic place





Obstacles to attract and keep the staff

- . Weather is different
- . Estonians are different

- . Tartu is small
- . Wages are even smaller





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