DIVERSE & INTERNATIONAL
AALTO UNIVERSITY:
Mainstreaming Internationalization on the Operative and Structural Level

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On the agenda

• International Aalto

• Mainstreaming: Operational and Structural Support for Internationalization

• Support for Diverse Aalto University

• International and Diverse Aalto University
International Aalto

2016 Composition:
80 000 alumni
18 000 students
5 000 staff members

Int’l Composition:
5 000 alumni
~2650 + 970 students,
930 staff members
ELEMENTS OF INTERNATIONALIZATION AT AALTO UNIVERSITY

INTERNATIONAL MOBILITY

INTERNATIONAL PARTNERSHIPS AND NETWORKS

INTERNATIONAL RESEARCH

INTERNATIONAL COMMUNITY: STAFF AND STUDENTS

GLOBAL OPERATIONAL ENVIRONMENT

INTERNATIONAL EDUCATION COOPERATION
MAINSTREAMING
Internationalization: Strategic objective 2010-2015

A multicultural research and teaching community where international mobility is a natural part of the community members’ daily lives.

Through international networking and partnerships, Aalto contributes significantly to research, education and innovation strategies.
Internationalization - Key Areas of Development 2010

- Improving the University’s international visibility
- International recruitment
- Promoting staff mobility
- Developing language guidelines
- Encouraging and developing international teaching and studying
- Promoting international partnerships
IR Service Unit: from 2010 to 2014

From
- PARTNER-SHIPS
- MOBILITY
- IR
- INT’L CAMPUS
- INT’L STUDENT DEV.

To
- PARTNERSHIPS
- INTERNATIONAL RELATIONS
- INT’L CAMPUS
Strategy 2016

MISSION
Shaping the future: science and art together with technology and business

VISION
An Innovative society

VALUES
Passion for exploration
Courage to influence and excel
Freedom to be creative and critical
Responsibility to accept, care and inspire Integrity, openness and equality

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Internationalization support at Aalto University

- Aalto university strategic partnerships
- Long-term strategic development
- International visibility

- International students
- International mobility
- International educational cooperation (joint programmes, agreements, networks, projects)

Communication to support all aspects of internationalization

- International research projects
- International corporate relations

- Incoming international staff
- International assignments
- Networking support
- Int’l staff housing and accommodation
- Mobility mechanisms
Internationalization support from 2015 on

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**LEADERSHIP SUPPORT SERVICES:** international (strategic) partnerships, internationalization at Aalto, strategic development, int'l and national stakeholder relations, reporting, analysis, representation, EU relations, int’l visits coordination

**LEARNING SERVICES:** student mobility including ERASMUS coordination, international students, international educational cooperation

**COMMUNICATIONS SERVICES:** student marketing, brand, communications support

**HR SERVICES:** staff mobility, international staff support
SUPPORT FOR A DIVERSE AALTO UNIVERSITY
Language Guidelines at Aalto University
Language Guidelines at Aalto University

- Three working languages: *Finnish, Swedish, English*
- Everyone is included in *discussion*
- *Multilingualism* is a strength
- Good *communication skills* are fostered
Aiming for multicultural and multilingual university

Language as a measure of academic quality.

Multiculturalism and multilingualism build on the foundation of a bilingual country.

Different languages – different aims

*English* - the shared working language
  - Masters degrees

*Finnish* - official language
  - use and development as language of science

*Swedish* - study opportunities and support services for Swedish speaking students
  - Nordic collaboration
Multilingualism in Practice

There are specific guidelines that pertain to all sectors of the university’s work in Research, Studies, Teaching, Services as well as Internal Communication and External Communication.

- The Language Guidelines are overseen by the President of the University.
Implementing Language Guidelines

Guidelines approved in December 2010
- 5 years
- continued for another five

Implementation Plan approved in October 2012
- to be modified in 2016

The President of the University oversees the Guidelines

Head of IR is the keeper of the Guidelines

Work through the Quality Managers at each of the six schools
to ensure internationalization of Aalto without diminishing the role of national languages
Aalto University Equality Plan, 2016-18
… equal worth of all members of society and of individuals as human beings…

In Finland in general and in this plan in particular, the term refers most often to equality between men and women, i.e. gender equality.

Equality also refers to the Non-Discrimination Act prohibiting discrimination based on religion, age, disability, origin, nationality, language, opinion, political activity, trade union activity, family relationship, state of health, sexual orientation or any other feature in one’s character.
Aalto University Equality Plan 2016-2018

Has six main objective categories under which more detailed objectives and actions are set;

1. Recruitment, pay and career development
2. Education and Study
3. Compatibility of family, work and study
4. Promoting accessibility and barrier-free environments
5. Promoting diversity at Aalto University
   - Promotion of age equality
   - Furthering linguistic equality
6. Data collection, statistics and communications
Promoting Diversity at Aalto University

Multiculturalism implies the equality and mutual coexistence of different cultural and linguistic groups.

A diverse university demands a firm commitment to non-discrimination in matters of sexual orientation and age. The university will always act on the side of diversity and against discrimination.
Diversity: Objectives

Engagement and encouraging the participation of others. All will have opportunities to take part in all university activities.

International staff (having a nationality other than Finnish) shall constitute 25% of the workforce by 2020.

Viewpoints from people of different backgrounds are to be given equal consideration and accepted as part and parcel of a developing, innovative university community.

No one on campus will be marginalised or discriminated against for their sexual identity or orientation.

The competencies of different age groups are to be valued as a natural part of a diverse community.

The religions and convictions of university members shall be respected.
New Challenges and Opportunities for Aalto University’s Internationalization

- Traditional student exchange and beyond
- Innovation and entrepreneurship activities as Aalto’s flagships
- Commissioned education
- Tuition fees for international degree students
New Challenges and Opportunities for Aalto University’s Strategic Partnerships

1) Building Shanghai International College of Design and Innovation with Tongji University in Shanghai.

2) Building consortia partnership between Finnish universities and Indian Institutes of Technology.

3) Strengthening cooperation with Yonsei University in South Korea.

4) Exploring further collaboration paths with Stanford University is California.

3) Ensuring stronger impact in key networks.