



Broadening Horizons: Research Services Toolbox for Internationalization

Research Service Days 2025

Tampere Universities

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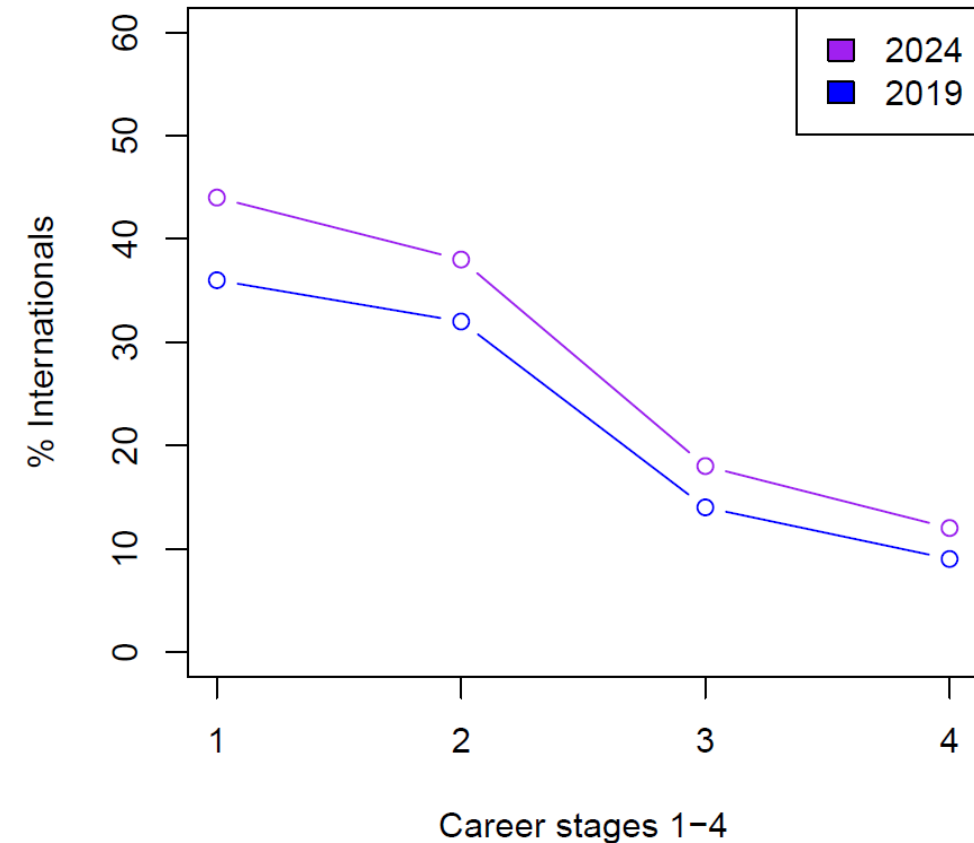


Internationalization at Research Institutions

- Internationalization is of growing importance across RIs and for funding agencies.
- What role could (should) research services play in supporting internationalization?
 - How can we help with attracting, retaining and supporting international researchers?
 - Current best practices \ new ideas...

We are serving an increasingly international research community at Finnish universities

- From 2019-2024, % internationals steadily increased
- Especially young researchers (career stages 1-2), less so for seniors (stages 3-4)
- National trend is depicted
 - Patterns vary among research fields (e.g. technical vs others) and among universities.



We are serving an increasingly international research community at Finnish universities

- However, our administrative personnel are predominantly Finnish nationals.
- Across all universities in 2024, on average **2.9% of admin. staff were non-Finns** (range 0 - 6.7%).
 - Percentage of international staff in Research Services is probably higher than among all admin. personnel (e.g. ~20% at Aalto).

Source: Ministry for Education statistics, vipunen.fi [Henkilöstö](#)

Three Key Problem Areas

- 1. Attraction of senior international PIs/Professors***
- 2. Retention of junior international research staff (PhD/Postdoc)***
- 3. Broadening international networks for native Finnish researchers***

Creating a Research Support Toolbox

- 60 minute workshop format; 30 mins tables, 15min discussion if time + wiggle room
- We should focus on the support solutions for each of these themes -> best practices, solutions and actions that can be adopted across RIs
- Workshop discussion tables:
 - 1. Attraction of senior international PIs/Professors
 - 2. Retention of junior international research staff (PhD/Postdoc)
 - 3. Broadening international networks for native Finnish researchers
- Add existing practical actions and potential strategies, and how they are effective, using post-its
- Add ticks to post-its you agree with, or see as adaptable for your institution
- Discuss and move between tables as you wish, we will facilitate
- Add contact details to the contact detail sheet if you add a solution and are happy to be contacted by workshop attendees
- If time allows a general discussion at the end
- Transcript of solutions list to be made available online following RSDs as a starter for the toolbox

Example discussion points + solutions:

Which implemented or proposed practical actions do or do not work well within your organisation? e.g.

- What different funding instruments can be utilized to improve or promote international staff attainment (junior) + recruitment (senior)
- What are the different working languages at your institution, are these implemented well?
- Staff exchanges
- Adoption of career development plans / Career coaches in RS -> working with HR more closely as general practices and generating career placements with real long-term potential for junior staff
- Attraction of US researchers with additional EU funding – are our institutions aiding or encouraging this