

The Importance of International Talent to University Strategies & How Best to Recruit them

'We are nothing without talent'



Times
Higher
Education

November 9 2023

AGENDA (1 hour)



- Brief THE introduction
- International talent report analysis by Elizabeth Shepherd
- THE conversation with Dr Bernard Kippelen, Georgia Tech
- THE Hiring solutions overview
- Q&A



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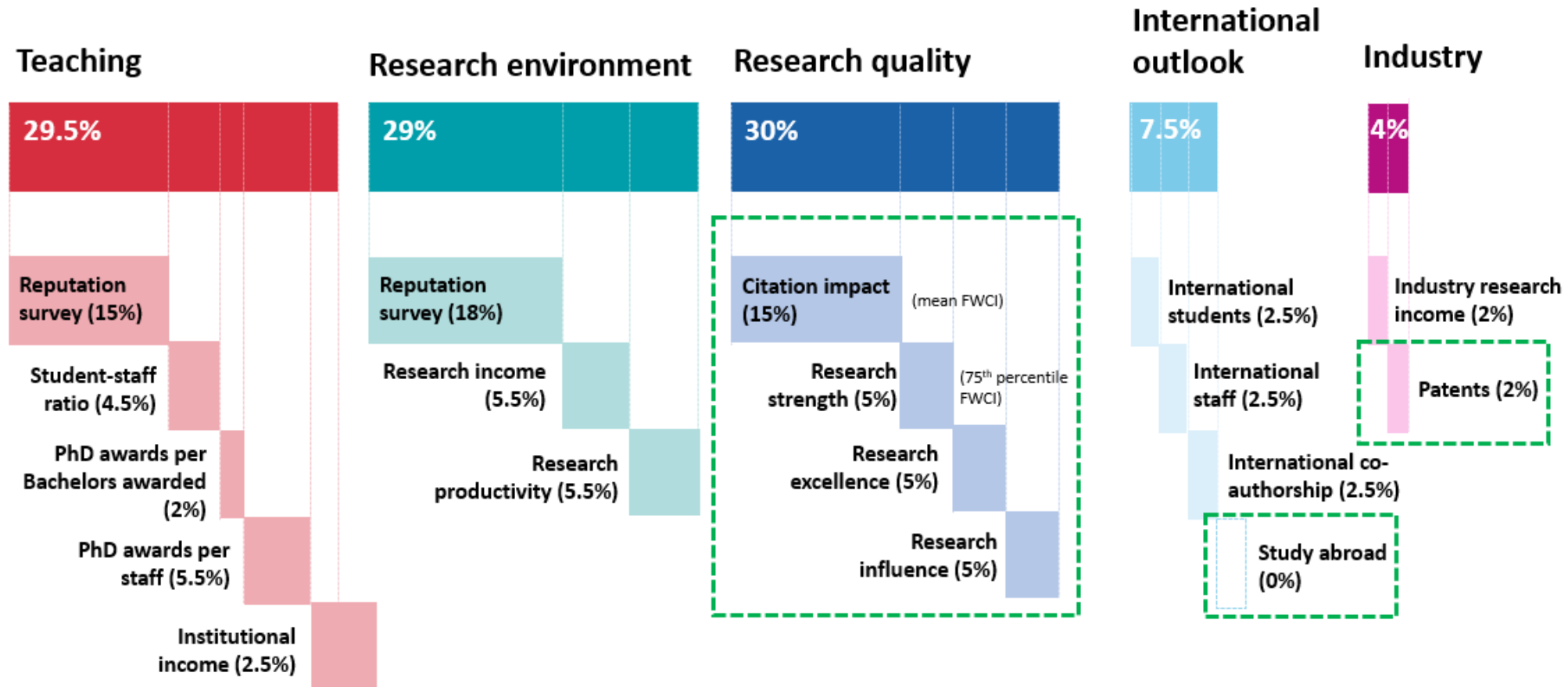


Editorial
Insights



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World University Rankings methodology 2024



Understating the global growth in international talent

Growth of international staff, by country, 2016 – 2023

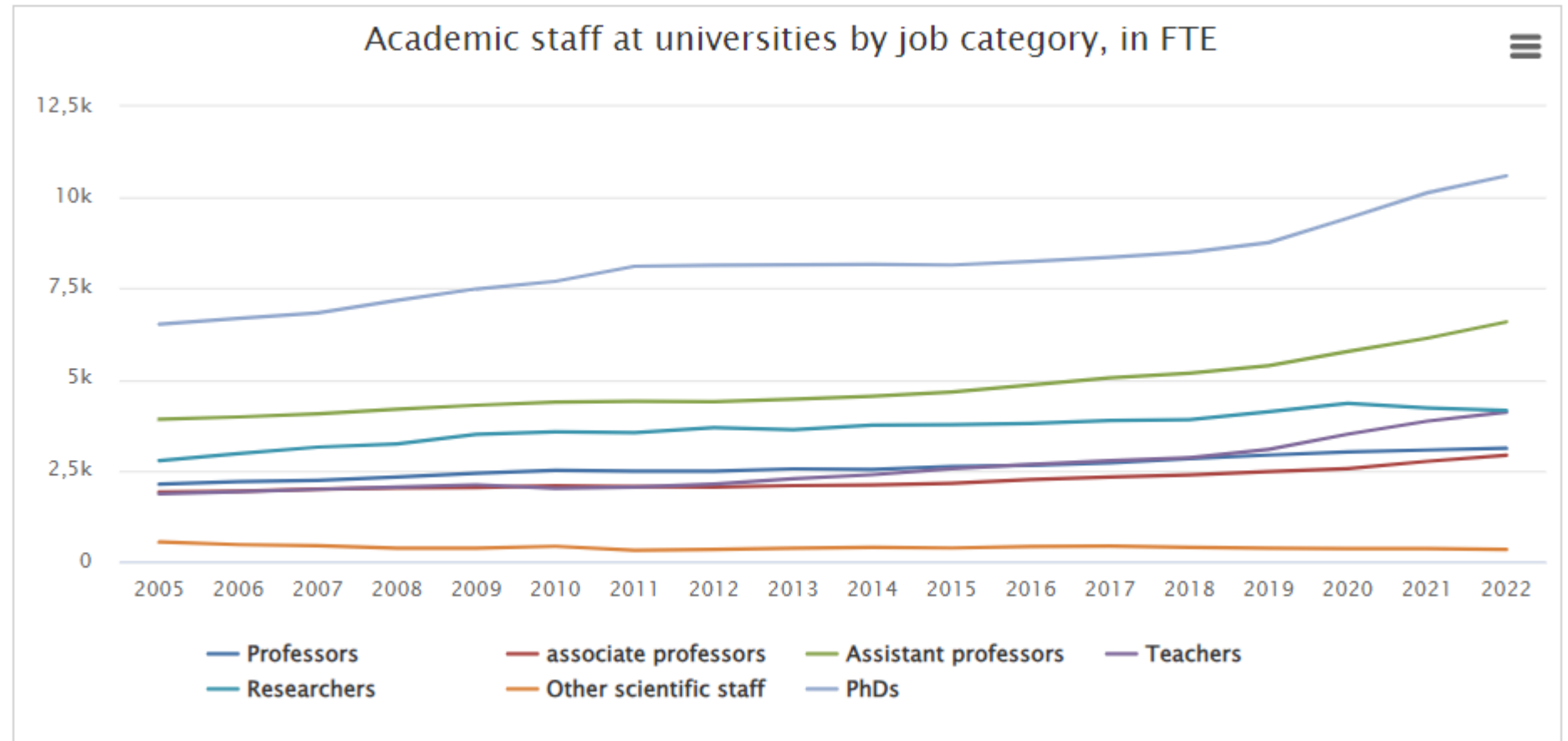
COUNTRY	NO. UNIVERSITIES IN BOTH RANKINGS	AVERAGE % INTL. STAFF (WUR 2016)	AVERAGE % INTL. STAFF (WUR 2023)	DIFFERENCE
Netherlands	13	19.3%	30.4%	11.2%
United Kingdom	102	22.1%	27.3%	5.2%
Canada	22	25.2%	29.3%	4.1%
Switzerland	10	49.2%	52.7%	3.4%
Iran	10	0.6%	3.4%	2.8%
China	35	8.3%	10.9%	2.5%
United States	128	12.5%	15.0%	2.5%
Australia	33	35.8%	38.0%	2.2%
Japan	44	4.1%	5.9%	1.8%
France	11	9.8%	11.1%	1.3%
India	16	0.7%	1.9%	1.2%
Taiwan	25	4.8%	6.0%	1.2%
Italy	32	3.1%	4.3%	1.2%
Germany	36	8.7%	9.9%	1.2%
Sweden	11	12.9%	14.0%	1.1%
South Korea	23	8.5%	9.6%	1.1%
Czech Republic	11	5.3%	6.3%	1.0%
Turkey	15	5.2%	6.1%	0.9%
Brazil	25	2.9%	3.2%	0.3%
Spain	26	4.0%	4.1%	0.1%

Source: THE World University Rankings

The Netherlands; huge growth of academic staff between 2005 and 2022

Attributed to:

- Highly dynamic job market
- Staff regularly moving to more senior positions or other positions at different universities
- There is also a large amount of movement from academia into other sectors

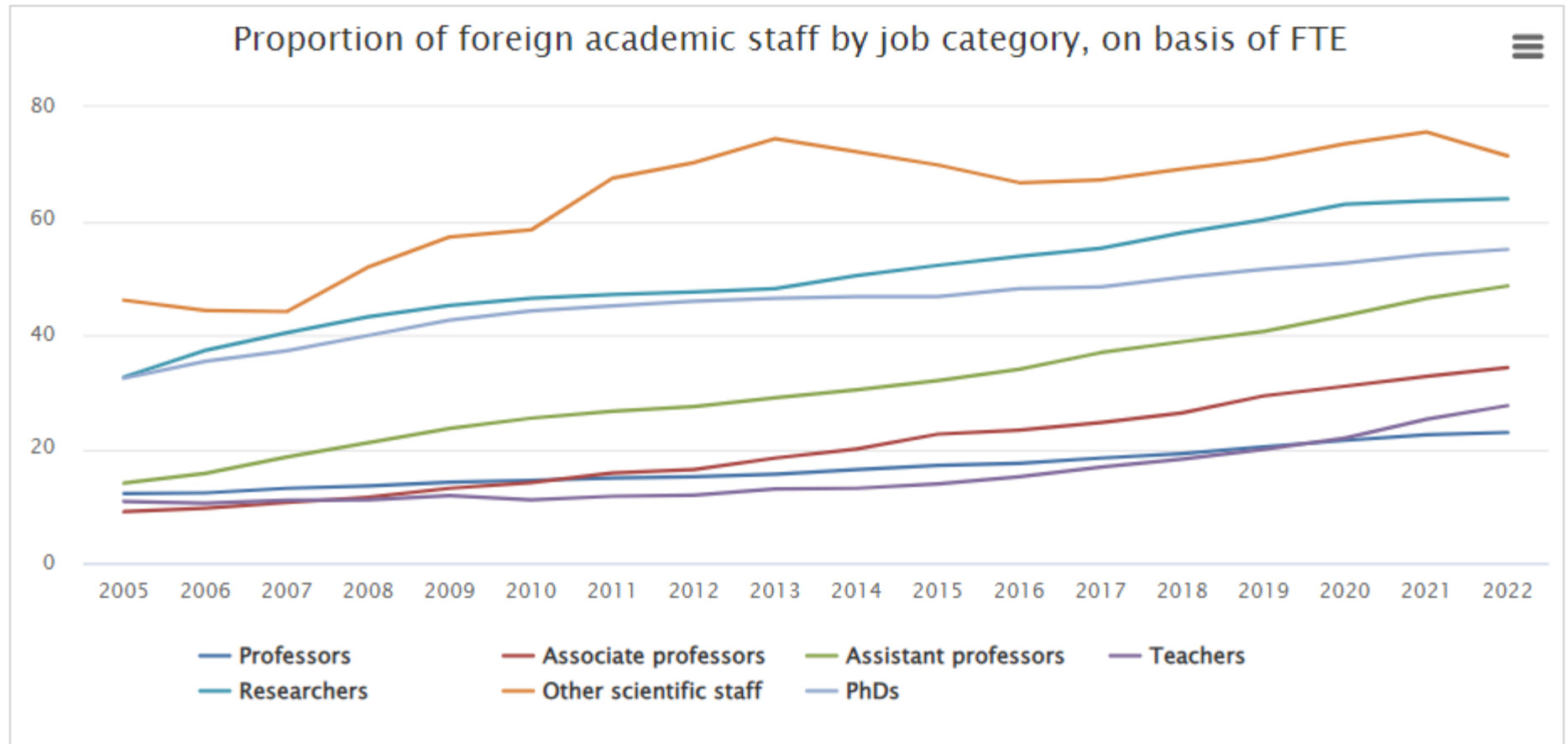


Source: Universities of the Netherlands/ WOPI; Reworking: Rathenau Instituut

The Netherlands; huge growth of international representation

Attributed to:

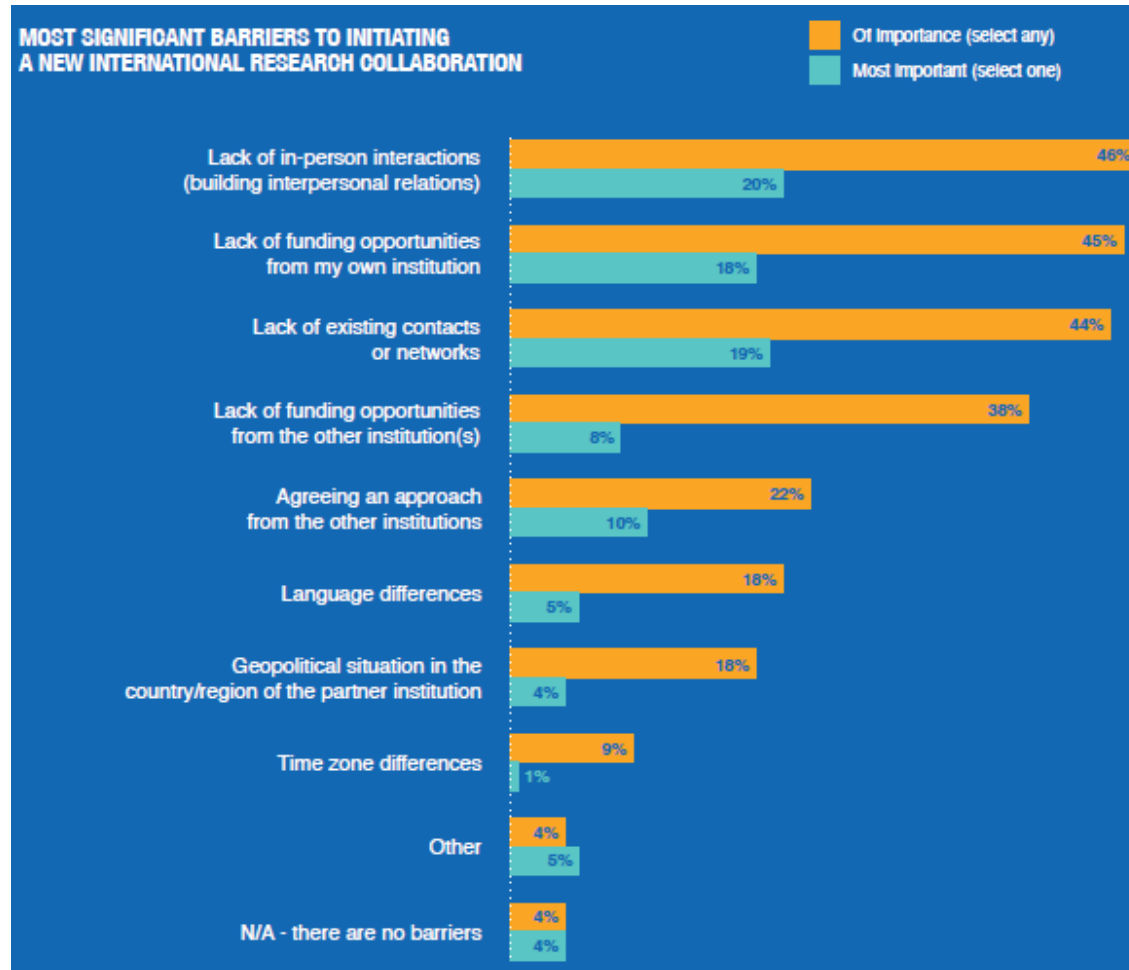
- The share of all Dutch international university staff is growing.
- 55% of PhD students
- 50% of university professors



Source: Universities of the Netherlands/ WOPI; Reworking: Rathenau Instituut

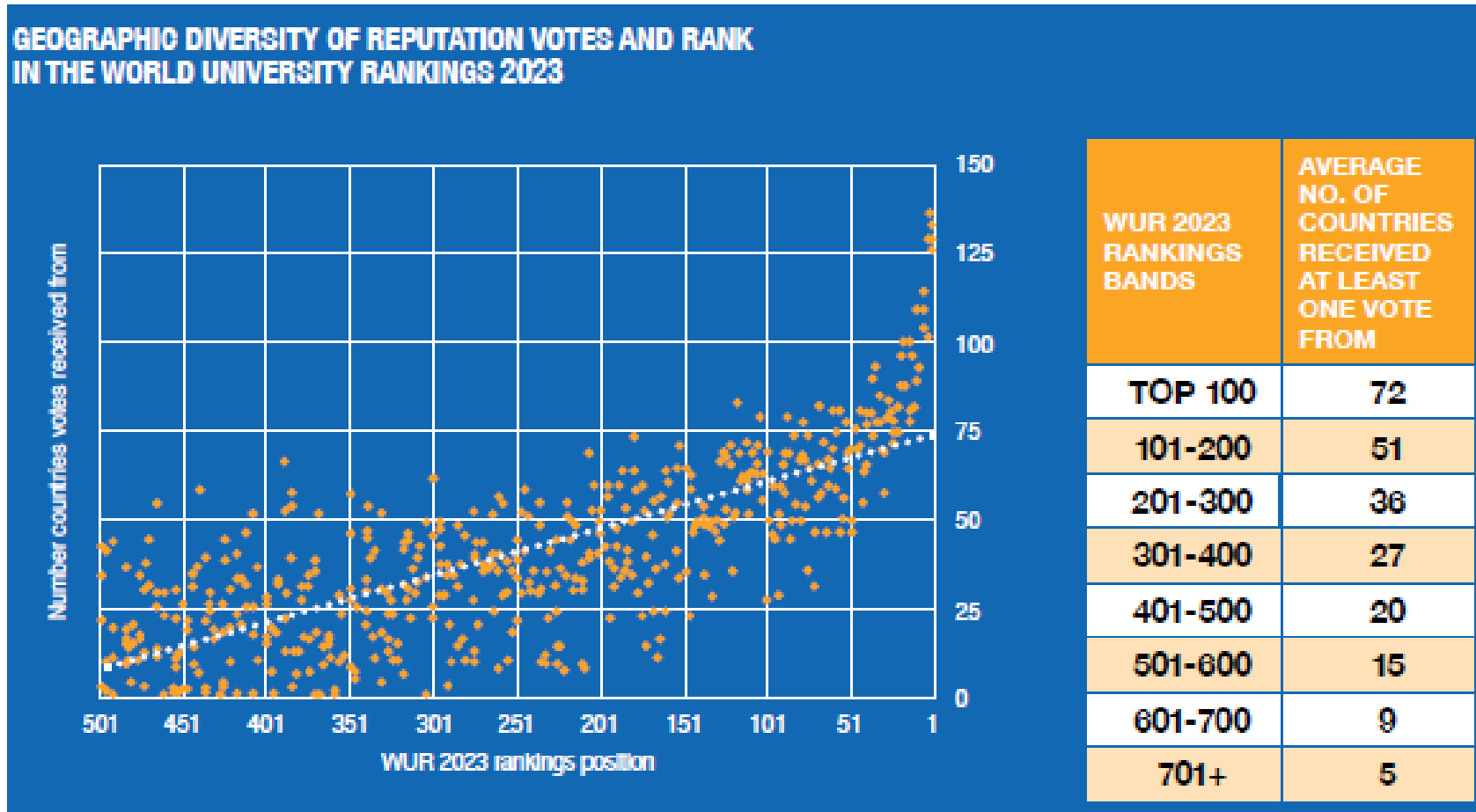
The importance of international talent

The importance of international talent: growing research networks



Source: THE international collaborations survey 2022 (base: 9,606)

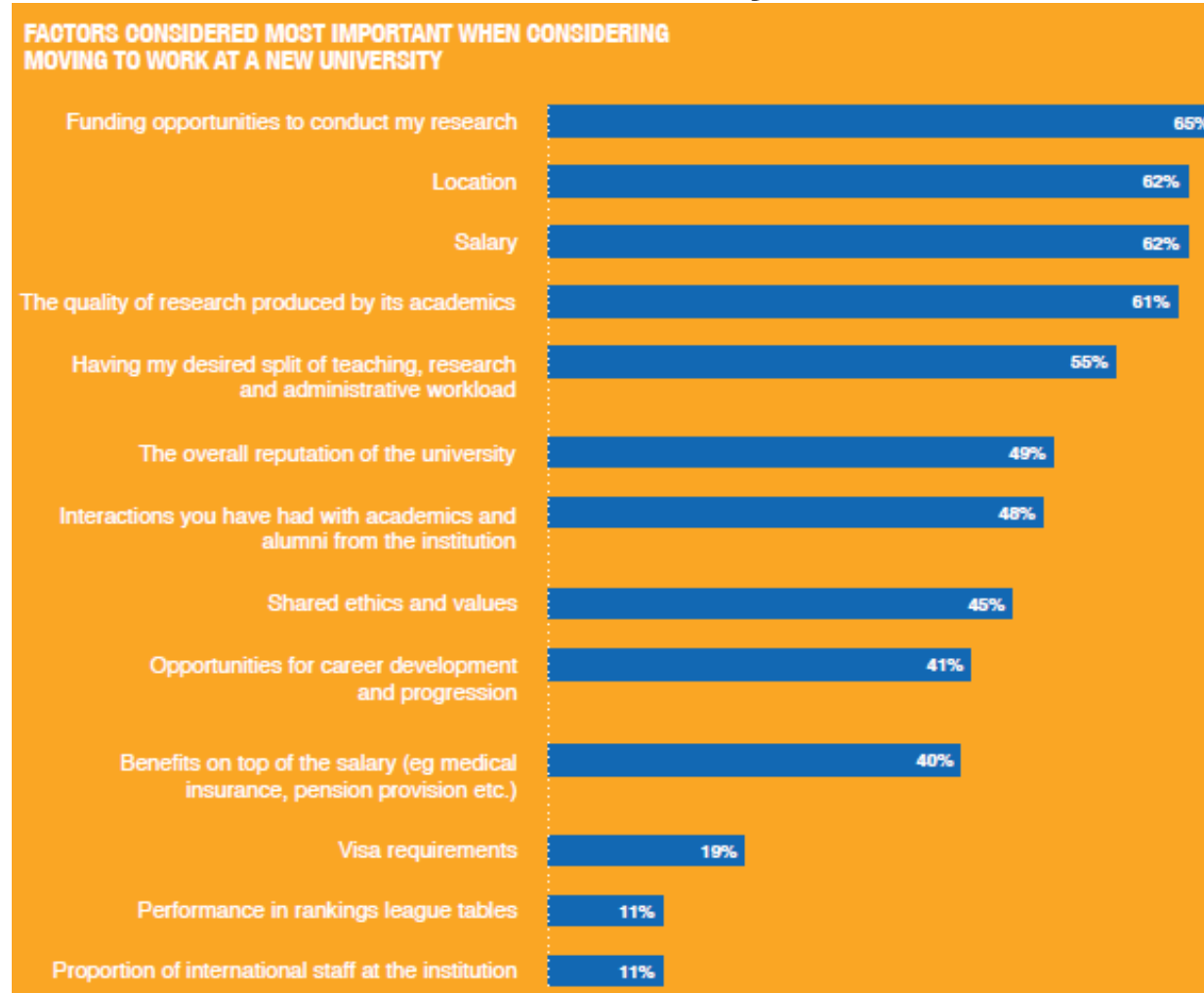
The importance of international talent: growing your institutions reputation



Source: THE World University Rankings 2023

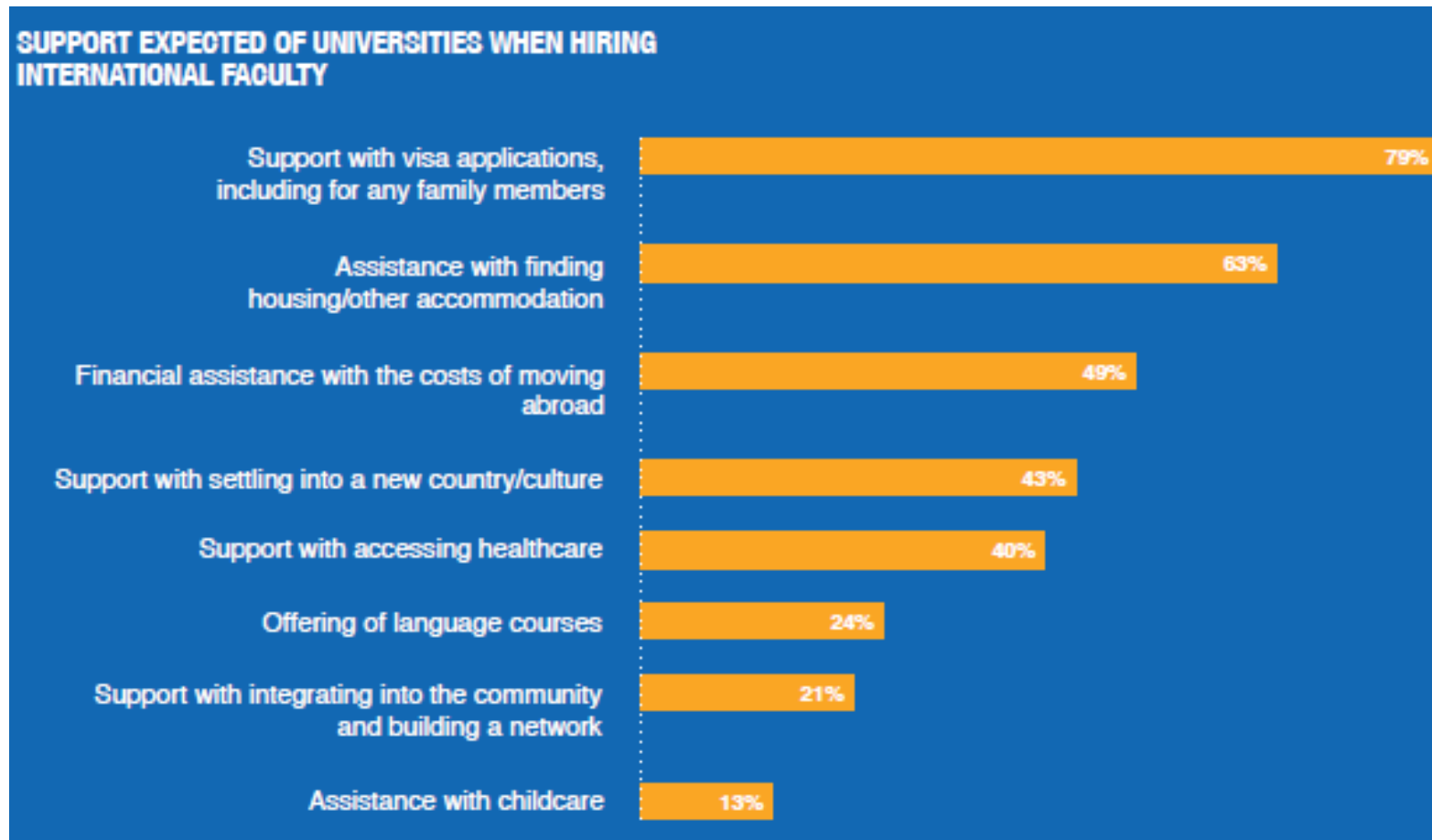
How to expand international talent at your institution

How to expand the international talent at your institution



Source: THE survey of job seeking academics 2023 (base: 1,403)

How to expand the international talent at your institution



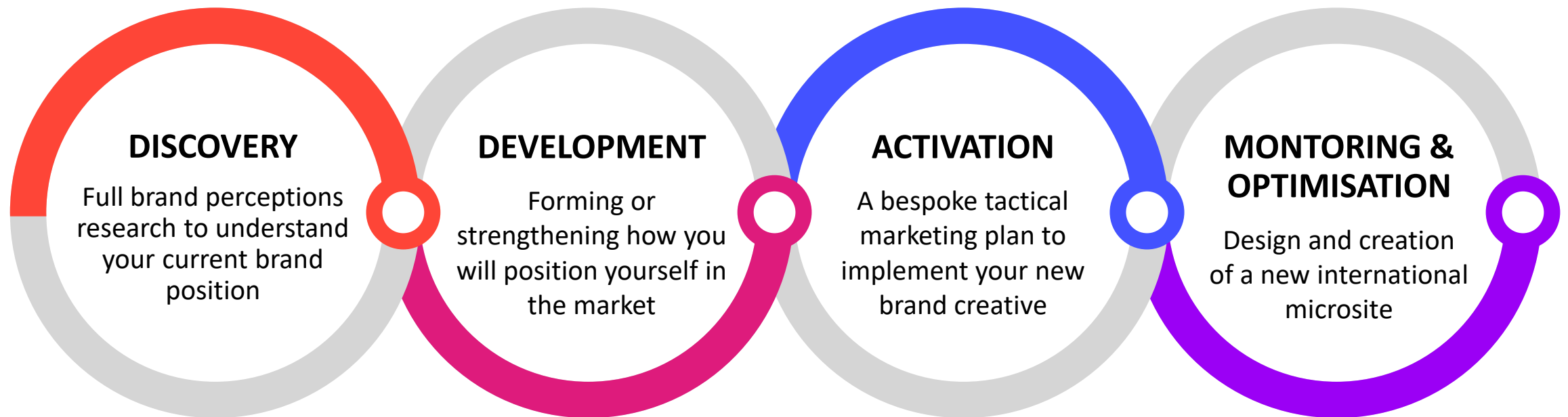
Source: THE survey of job seeking academics 2023 (base: 1,403)

Creating an Employer Value Proposition



Source; Talentlyft

THE's Brand Transformation Framework



Conversation

Dr Bernard Kippelen

Conversation



with



Bernard Kippelen - Georgia Institute of Technology
Bernard is the Vice Provost for International Initiatives and the Steven A. Denning Chair for Global Engagement. He is a professor in the School of Electrical and Computer Engineering



Hiring Solutions

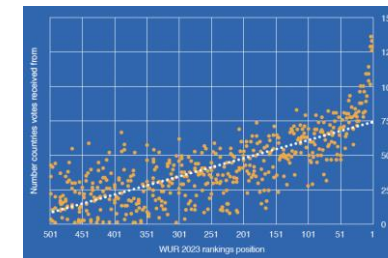
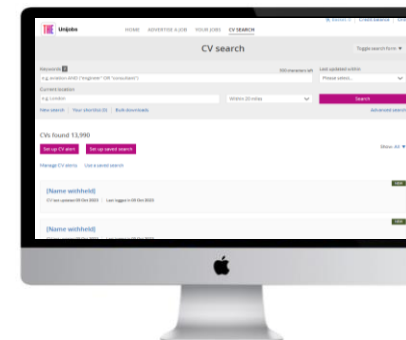
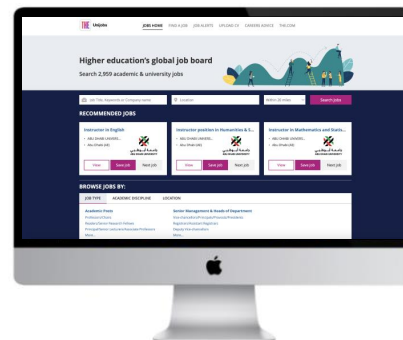
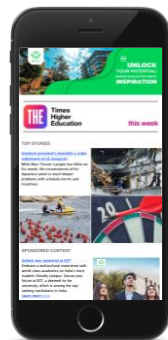
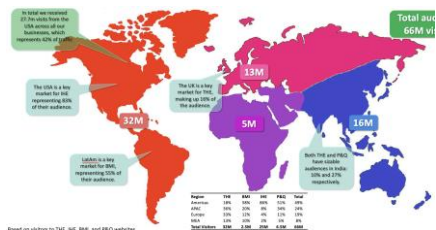
Grow your institution with the right talent.

“We are nothing without talent. Talent is the single most important factor in the success of any great institution – you can have as much money as you want, the best facilities in the world, and the most highly esteemed history and reputation, but without smart, dynamic people, you have nothing.”

PHIL BATY

Chief Global Affairs Officer, Times Higher Education (THE)





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Thank you

Any questions?



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