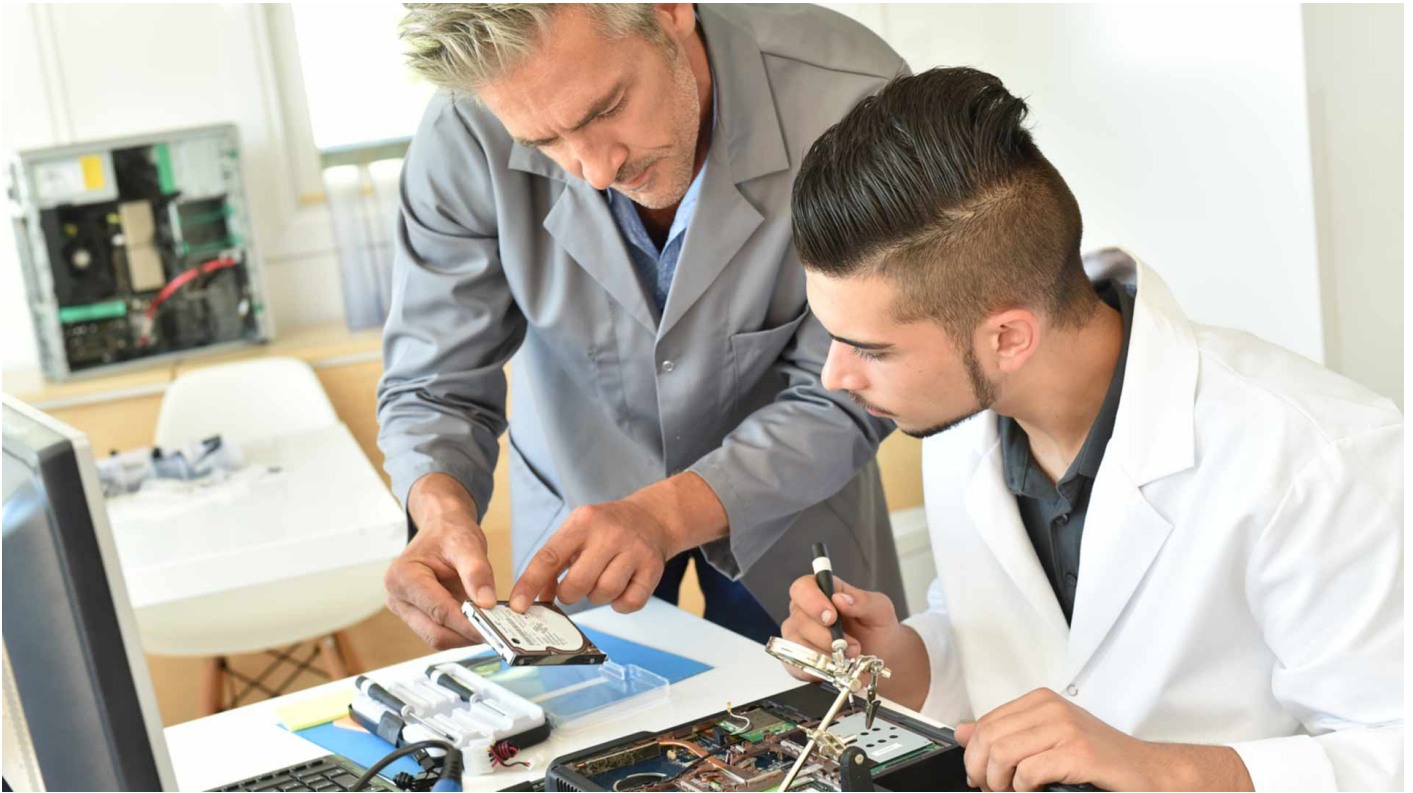


43 international professors join Tec to give engineering classes



The [Tec de Monterrey](#) School of Engineering and Sciences (EIC) has welcomed **43 international professors**, most of whom have studied at foreign universities, to teach various disciplines.

Of these **new professors**, **30** have **international experience**, while **15** of them **hold graduate degrees** from **universities ranked within the top 100**.

These teachers **will work at different campuses** and in different regions of Mexico for the **Tec21 educational model** to make the most of their experience.

The professors come from countries such as **Germany, Spain, the United States, Denmark, Iran, Colombia, Brazil, and the Czech Republic**.

*“We’re looking to attract **international professors** who align with our **strategies**, where the Tec can be a **platform** for them to **continue their research**,”* says Enrique Diaz, Associate Dean of Faculty Development at the School of Engineering and Sciences.



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School of Engineering attracts 150 new professors every year

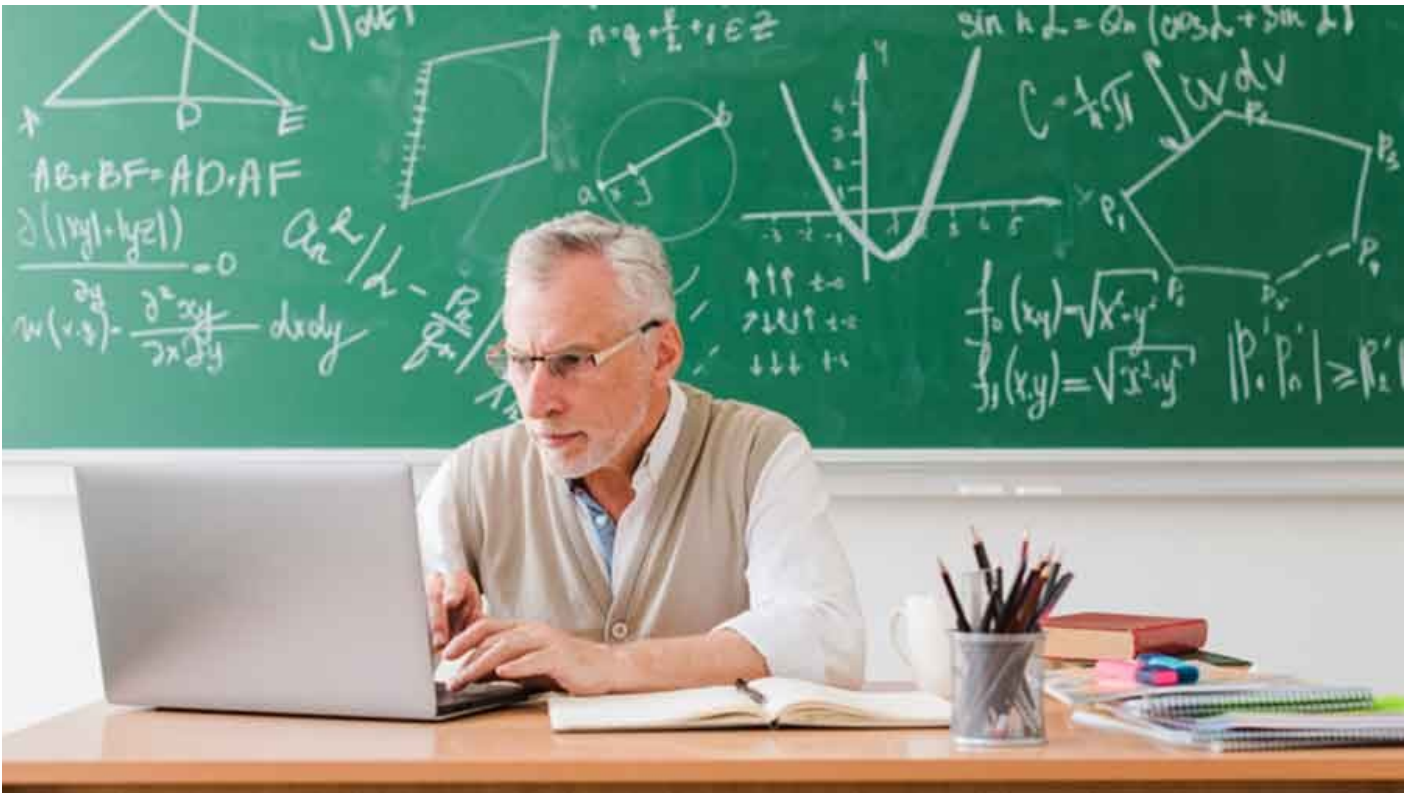
The **EIC** receives around **150 professors** a year from international universities such as the **Massachusetts Institute of Technology (MIT)**, **University of Manchester**, **Polytechnic University of Turin**, and **Polytechnic University of Catalonia**.

Díaz de León explains that during September 2021, **43 professors** joined the Tec in areas such as **bioengineering**, **sciences**, **computing**, **industrial engineering**, **mechanics**, and **sustainable technologies**.

*"We're attracting **150 new professors every year**. This allows us to not only fill the vacancies that the Tec needs, but also to renew our faculty,"* says Díaz.

*"This time, we had **43 new teachers**. We're not only attracting **foreign teachers**, but also those Mexicans who go abroad, study and learn there, and then come back,"* he adds.

In addition, the associate dean says that in the last **3 years** they have been able to renew **30%** of the teaching **faculty**, as some teachers have left due to retirement or performance.



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Strategy forming part of the Tec's internationalization initiative

Díaz de León points out that the idea of recruiting international professors to join the Tec forms part of an **institutional internationalization strategy**.

*"The idea of **attracting talent** is important. It's important to **attract** and **retain teachers** who have grown and developed in Mexico.*

*"However, we also see the **value** in people who come from outside (the country) and have another perspective. This enriches **student learning**," he explains.*

Another **aspect** of the project is to **generate** and **promote research**, which he mentions has grown and strengthened over the years.

"Professors want to be in a place where there are talented students and students want to have talented professors. This combination makes us an attractive university."

*"Such great interest in developing **research** shows **international professors** how the Tec has improved in the **rankings**. They love it, it motivates them, and it's very attractive," adds Díaz.*

*"At the Tec, I've found that I've been able to do **research**, **teach**, and **provide support**. That **balance** was something I was looking for, as well as opportunities to participate in various projects," says Dr. María Guadalupe Villarreal, one of the program's professors.*

Similarly, Díaz notes that having **better professors** is **attractive** to **students**.

*“Professors want to be in a place where there are **talented students** and students want to have **talented professors**. This combination makes us an **attractive university**,” he says.*

The process of recruiting professors

Díaz says that the **pandemic** and **new hybrid models** have supported the **internationalization** of classes, with some of them being held remotely.

*“The **pandemic** has opened up many **options** for us, mainly to teach from where (the teachers) are located. That has helped us a lot with **internationalization**,” he shares.*

Enrique points out that he has been working on the **project** to attract **international talent** for the last **4 years**.

He also mentions that the **process** through which teachers are recruited consists of **2 different processes**.

One of these is through the **Talent and Experience** department, which **recruits candidates** and department heads then decide if candidates are a good fit for the position. The other process is by **invitation** from Tec **professors** and leaders.

“Such great interest in developing research shows international professors how the Tec has improved in the rankings. They love it, it motivates them, and it’s very attractive.”

*“They have **exchanges** with other **universities**, they have **conferences, lectures, and international events** where they have contact with other professors and invite them (to apply for a position).*

*“There are also **calls** where we have **postdoctoral** programs. This provides **opportunities**, as they’re invited to do a post-doctorate and then we **invite** them to give a **class**. Later, if they’re interested, they can **become professors**,” he says.*

The dean explains that **candidates** are invited to give a **seminar** about some of their **research** or the **work** they’re doing.

*“We invite **our professors** to **participate**. It’s been very interesting because the teachers tell us if it seems important to them. It’s useful for **quality control**,” he says.*

He also explains that previously **more professors** were **accepted** but, since the implementation of this process, around 30 candidates have been rejected in the search to recruit the **best talent**.



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Reasons to choose Mexico

Díaz mentions that some of the **professors** who have decided to **move** to Mexico and to the Tec, say that it has partly been because of the **Tec21 Educational Model**.

*“**Young researchers** are particularly interested in it. It makes sense to them because it looks for solutions to challenges,”* he says.

The model is based on 4 pillars: challenge-based **learning**; **flexibility** in how, when and where learning happens; **inspiring teachers**; and memorable **student experiences**.

*“I think it’s very **important** to say that Mexico is very **attractive** and offers a lot of **potential** for **professors**,”* he shares.

Díaz adds that the program also provides a good **opportunity** for Mexicans who want to **return** to their **country** after having **studied** or **worked** in **universities abroad**.

Enrique also explains that they are continually looking to find **more** and **better professors** and also to provide more space to **female researchers** within their ranks.

Dr. Jorge Donato García, one of the international professors, said that he had found it very **difficult** to **return**.

*“I was losing hope of returning to Mexico. This **opportunity** allowed me to do 2 things: **develop professionally** and **return to Mexico**,”* he says.

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