

Culture clash and identity loss: University mergers in Russia, 21 October 2021



00:41:13 Glen Chatelier: In your study did you detect instances of specialistic knowledge transfer and sharing for the benefits of the learners? If so, which types of knowledge, implicit or explicit were perceived?

00:45:21 Simon Marginson: Time to put your questions and statements in the Chat folks.

00:48:12 DORIA ABDULLAH: did you review how the narratives on merger were transmitted from universities to the student population? much negativity might be caused by misunderstanding on the merger

00:52:58 John Anchor: You have talked about the role of institutional status in the merger process. "Performance" is an unclear variable in some ways. However....do you have any evidence about institutional performance pre and post merger?

00:58:33 Simon Marginson: More questions please - share your 'war stories' from mergers you have known!

00:59:14 Simon Marginson: we accept statements as well as questions

01:01:07 Glen Chatelier: I agree that culture would be "clash points". Did you detect in your study the submerging of cultures for the interest of the merger success?

01:01:17 philip altbach: From your research and also from your reading about mergers—do you have guidelines for success. What is the "elevator pitch" for successful mergers?

01:03:18 DORIA ABDULLAH: that was a difficult one!

01:04:55 DORIA ABDULLAH: from a case study (my own uni) - good things take time. can't rush through mergers as if it's an annual KPI. many comfort zones have to be unpacked

01:06:33 DORIA ABDULLAH: another success factor: middle management support. top management tend to present a rosy view of what will happen, without committing support for the individual

01:08:21 CGHE Webinars: Thank you for joining us today. A recording of this session will be available via the CGHE site tomorrow: <https://www.researchcghe.org/events/cghe-seminar/culture-clash-and-identity-loss-university-mergers-in-russia/>

01:08:44 Victorița Trif: Thank you!

01:08:48 Simon Marginson: yes Doria that is so right. Middle level buy-in

01:10:28 CGHE Webinars: Our next webinar will continue this theme, so please join us again on Tuesday for 'Do merger policies increase universities' efficiency?' with Tommaso Agasisti and Aleksei Egorov. You can register here: <https://www.researchcghe.org/events/cghe-seminar/do-merger-policies-increase-universities-efficiency/>

01:11:00 Charito Pizarro: Thank you.

01:11:23 mutia Alnimrat: thank you

01:12:58 Monika Jaiswal-Oliver: Where there any political impact or issues