



2023-2024 DECENT WORK AND ECONOMIC GROWTH REPORT (SDG-8)

Istinye University

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ABOUT US

Our Mission

Istinye University's mission is to provide innovative and sustainable education in a student-centered institution with close collaboration with the industry, to conduct research based on advanced technology, to produce new knowledge and technologies, and to contribute to the development of society by developing solutions to local and global problems.

Our Vision

Istinye University's vision is to become one of the world's leading universities, focusing on artificial intelligence and aiming for excellence in education, research, innovation, and technology development.

Our Values

- Entrepreneurship
- Innovation
- Competitiveness
- Leadership
- Team spirit
- Respect for ethical values
- Justice
- Passion
- Self-confidence
- Social responsibility
- Sense of belonging and dedication

Istinye University's vision is to become one of the world's leading universities, focusing on artificial intelligence and aiming for excellence in education, research, innovation, and technology development.

APPLICATION AND RESEARCH CENTERS

- [International Center for Sustainability Practice and Research \(IRCOS\)](#)

When sustainability is mentioned, the first thing that comes to mind is environmental and social responsibility studies, but as a university, we also aim to take our place in all research and education activities necessary for the establishment of an integrated understanding based on governance, economics, and culture.

- [Center for Economic and Political Application and Research \(EPAM\)](#)

With the aim of increasing democracy and prosperity, it seeks to understand the problems occurring in our region and the world by conducting collaborative studies with think tanks, universities, civil society organizations, and public institutions, which are essential for democracies, to share the information obtained with the public, and to contribute to the solution of these problems.



STATEMENT ON EQUALITY, DIVERSITY AND INCLUSION

Istinye University considers it a fundamental principle to create a community that embraces diversity and places inclusivity at the heart of its institutional values. Our university operates with a zero-tolerance approach to all forms of racism, bigotry, and prejudice, not allowing discrimination on any grounds such as race, ethnicity, gender, or clothing. We believe that our diverse structure, comprised of individuals with unique backgrounds, experiences, and perspectives, enriches the learning environment and strengthens institutional development. In line with this, inclusive policies and practices are developed to ensure the continuity of a safe and inclusive environment; curricula and institutional processes are structured on the basis of equality and social awareness.



İSTİNYE ÜNİVERSİTESİ SENATO TOPLANTISI

TOPLANTI TARİHİ	TOPLANTI SAATİ	OTURUM NO
28 Aralık 2023	13.00	2023-2024/06

İstinye Üniversitesi Eşitlik, Çeşitlilik ve Kapsayıcılık Beyanı

İstinye Üniversitesi olarak, çeşitliliğin benimsendiği ve kapsayıcılığı değerlerinin merkezine yerleştiren bir topluluk oluşturmaya kendimizi adadık. Farklılıkları kabul etmenin de ötesinde, başta ırkçılık olmak üzere her türlü ayrımcılıktan arınmış bir ortamı yaratmayı hedeflemekteyiz.

İstinye Üniversitesi benzersiz geçmişlere, deneyimlere ve bakış açılarına sahip bireylerden oluşan bir mozaiktir. Bu çeşitlilik öğrenme deneyimimizi zenginleştirmekte, kolektif anlayışımızı güçlendirmektedir. Her türlü ırkçılık, bağnazlık ve ayrımcılığa karşı olmak üniversitemizin dokusuna işlenmiş bir ilkedir. Irksal veya etnik köken, cinsiyet ve kılık kıyafet ayrımcılığına sıfır tolerans gösterilen, her bireyin saygı gördüğünü, değer verildiğini ve desteklendiğini hissettiği güvenli ve kapsayıcı bir ortam yaratmaya büyük özen gösteriyoruz.

Önyargılara meydan okuyan, kapsayıcılığı teşvik eden politikalar ve programlar geliştirmeye kararlıyız. Müfredatımız ve kurumsal uygulamalarımız, ırkçılık ve önyargının tüm biçimleriyle yüzleşmek ve topluluğumuzu eğiterek güçlendirmek üzere tasarlanmıştır. Sadece akademik açıdan yetkin değil, aynı zamanda sosyal açıdan da bilinçli, adaletsizliğe karşı çıkarak eşitliği savunacak öğrenciler mezun etmeyi hedefliyoruz.

Gerçek anlamda eşitlikçi, kapsayıcı ve ırkçılık karşıtı bir kurum olmanın sürekli sorgulama, iş birliği ve değişim kapasitesi gerektirdiğinin farkındayız. Birlikte, eşitlik, çeşitlilik ve kapsayıcılık değerlerinin üniversite yaşamının her alanında deneyimlendiği, herkesin aidiyet, saygı ve destek hissettiği bir atmosferin sürekliliğini sağlamada kararlıyız.

OUR HUMAN RESOURCES POLICY

Istinye University's Human Resources Policy has been developed in line with the institution's mission and vision. Within the framework of the university's goals and strategic plans, qualified administrative and academic personnel are employed with an egalitarian approach, free from all forms of discrimination based on language, religion, race, gender, etc.

Employees at Istinye University are employed on a contractual basis. The types of contracts applied to academic and administrative staff vary according to legislation. Working hours are 45 hours per week, in accordance with relevant laws. Working days are Monday to Friday, with working hours from 08:30 to 17:15.

Istinye University has adopted the goal of Excellence in Human Resources within the scope of its 2021-2025 Strategic Plan. In line with this, it aims to support the professional development of academic and administrative staff and to increase the sense of belonging to the institution among its employees. In this context, it supports the personal and professional development of its employees by creating a work environment based on trust and harmony; and encourages them to effectively fulfill their duties and responsibilities in a way that enables them to adapt to the requirements of the changing and developing technological age.

Istinye University places great importance on maintaining a balance between the work and private lives of its employees. In this context, it offers various leave entitlements and free time arrangements defined within the framework of legal regulations. These include meal allowances, shuttle services, training/orientation and in-service training, special occasion support (birth & marriage), a 30% discount at Liv College (for the employee's child), a 40% discount at ISU Dent services (for the employee and their immediate family), supplementary health insurance (employer-contributed), and a 20% discount at MLPcare health services (for parents, siblings (if single), spouse, and children, etc., who are not covered by TSS).

EMPLOYEE SATISFACTION

Istinye University considers employee satisfaction to be a fundamental component of corporate sustainability and quality assurance. In this context, employee satisfaction surveys are conducted annually to regularly monitor the views and expectations of academic and administrative staff.

The findings from the surveys are used to create and implement improvement plans for the areas of development identified at the end of the evaluation process. The effectiveness of the conducted studies is monitored, and the impact of the feedback received on institutional processes is measured again in the next evaluation period. In line with its participatory management approach, Istinye University values the opinions of its employees and aims to continuously increase their satisfaction levels and ensure the sustainability of a high-quality working environment.



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PHYSICAL AND PSYCHOLOGICAL SUPPORT FOR EMPLOYEES

Istinye University places great importance on protecting and improving the physical and psychological well-being of its employees. In line with this, professional support services are offered to employees through the Psychological Support Unit operating within the Department of Health, Culture and Sports.

Our university campuses offer various sports facilities that support healthy living and an active lifestyle culture. The Vadi Campus features four outdoor sports areas, an indoor sports hall, and the Istanbul University Sports and Youth Center (İSÜGYM). The Topkapı Campus provides opportunities for students and staff to participate in sports with an indoor multi-purpose field, basketball court, volleyball court, and table tennis areas. In addition, activities supporting physical and mental well-being are conducted through dance, yoga, and pilates studios located on the Vadi H Campus.

INTERNSHIP PROGRAM

Our university continued its support efforts in the 2023-2024 academic year for our students' internships (mandatory/optional) and practical courses, with the aim of preparing them for professional life and contributing to their development.

Opportunities in various sectors where our students can complete their mandatory or optional internships have been communicated through announcements and email notifications. A total of 5,145 students from associate and bachelor's degree programs completed their internships during the 2023-2024 academic year.

In order to support the practical training of our students, they have completed their internships within the scope of protocols established with Istanbul Provincial Health Directorate, LiV and MLP Care hospitals.



CAREER DEVELOPMENT

Istinye University, in addition to providing high-quality education, organizes various activities to prepare its students for the professional business world.

The list of activities organized to prepare our students for the business world in the 2023-2024 academic year is as follows:

Name of the Event	Link
The Economy of Agriculture and Food in Turkey and around the World	https://www.istinye.edu.tr/en/events/economy-agriculture-and-food-turkey-and-around-world
Careers in the Hospitality Industry with Divan	https://www.istinye.edu.tr/tr/etkinlikler/divan-ile-agirlama-endustrisinde-kariyer
Articular Cartilage Engineering Training School	https://www.istinye.edu.tr/en/events/articular-cartilage-engineering-training-school
Particle Accelerators and Detectors Local Infrastructure and R&D Workshop	https://www.istinye.edu.tr/en/events/particle-accelerators-and-detectors-local-infrastructure-and-rd-workshop
The Transformation Journey of the Garment Industry in the World and in Turkey	https://www.istinye.edu.tr/en/events/transformation-journey-garment-industry-world-and-turkey
Roadmap for the New Graduate	https://www.istinye.edu.tr/en/events/roadmap-new-graduate
Erasmus+ Programme "Jean Monnet Module" Application Training	https://www.istinye.edu.tr/tr/etkinlikler/erasmus-programi-jean-monnet-modul-basvurusu-egitimi
Graduate Interview "Faculty of Pharmacy Career Interviews"	https://www.istinye.edu.tr/en/events/graduate-interview-faculty-pharmacy-career-interviews
Winter Game JAM	https://www.istinye.edu.tr/tr/etkinlikler/winter-game-jam
Graduate Interview " Faculty of Medicine "	https://www.istinye.edu.tr/en/events/graduate-interview-faculty-medicine
How are we entering 2024? Current state of the budget and foreign trade.	https://www.istinye.edu.tr/tr/etkinlikler/2024e-nasil-giriyoruz-butce-ve-dis-ticaretin-guncel-durumu
Vadi Talks 2	https://www.istinye.edu.tr/tr/etkinlikler/vadi-konusmalari-2
Roadmap for the New Graduate: Module 4	https://www.istinye.edu.tr/en/events/roadmap-new-graduate-module-4
Internship and Job Opportunities in America with Grand International	https://www.istinye.edu.tr/tr/etkinlikler/grand-international-ile-amerikada-staj-ve-calisma-imkanlari
Turkey and the World Economy in 2024	https://www.istinye.edu.tr/en/events/turkey-and-world-economy-2024

Name of the Event	Link
Effective Social Media Use in Professional Life: LinkedIn	https://www.istinye.edu.tr/en/events/effective-social-media-use-professional-life-linkedin
Computational Insight into Supported Noble Metal Alloys for (Photo) Catalytic Hydrogen Production	https://www.istinye.edu.tr/tr/etkinlikler/computational-insight-supported-noble-metal-alloys-photo-catalytic-hydrogen-production
5 Days 5 Sectors Women Workforce Presence Workshop	https://www.istinye.edu.tr/en/events/5-days-5-sectors-women-workforce-presence-workshop
Digital Marketing with Darkblue Istanbul	https://www.istinye.edu.tr/tr/etkinlikler/darkblue-istanbul-ile-dijital-pazarlama
Interview with Ersoy Tan	https://www.istinye.edu.tr/tr/etkinlikler/ersoy-tan-ile-soylesi
Indieway March	https://www.istinye.edu.tr/tr/etkinlikler/indieway-march
Faculty of Economics, Administrative and Social Sciences Graduate Interview	https://www.istinye.edu.tr/en/events/faculty-economics-administrative-and-social-sciences-graduate-interview
Future Professions Seminar	https://www.istinye.edu.tr/en/events/future-professions-seminar
Vocational School Graduate Interview	https://www.istinye.edu.tr/en/events/vocational-school-graduate-interview
Future Vocational Seminar	https://www.istinye.edu.tr/en/events/future-vocational-seminar
The Present and Future of the Automotive Industry and Electric Vehicle Technologies	https://www.istinye.edu.tr/tr/etkinlikler/otomotiv-endustrisi-ve-elektrikli-arac-teknolojilerinin-bugunu-ve-gelecegi
Vocational School of Health Services Alumni Talk	https://www.istinye.edu.tr/en/events/vocational-school-health-services-alumni-talk
Nurses' Day	https://www.istinye.edu.tr/tr/etkinlikler/hemsireler-gunu-0
Economy in the Digital Age: Blockchain Revolution	https://www.istinye.edu.tr/tr/etkinlikler/dijital-cagda-ekonomi-blockchain-devrimi
Cloud Computing Training	https://sks.istinye.edu.tr/tr/etkinlikler/bulut-bilisim-egitimi
Design Thinking Training - Entrepreneurial Engineers Club	https://sks.istinye.edu.tr/tr/etkinlikler/design-thinking-egitimi-girisimci-muhendisler-kulubu
EMK Academy Chapter 4: PCB Design Training	https://sks.istinye.edu.tr/tr/etkinlikler/emk-akademi-bolum-4-pcb-tasarimi-egitimi
Technical Visit to Luk Botanik Company	https://sks.istinye.edu.tr/tr/etkinlikler/luk-botanik-firmasina-teknik-gezi
Medtronic Technical Visit	https://sks.istinye.edu.tr/tr/etkinlikler/medtronic-teknik-gezi
Engineering Development School Project Management Training	https://sks.istinye.edu.tr/tr/etkinlikler/muhendis-gelisim-okulu-proje-yonetimi-egitimi-0

12-18 MAYIS
HEMŞİRELİK HAFTASI

HEMŞİRELER GÜNÜ ETKİNLİK PROGRAMI
20 Mayıs 2024

Bakımın Ekonomik Gücü
Hemşirelerimizle Birlikte Geleceğe Yürüyoruz

8:00-8:30 Açılış Konuşmaları
8:30-10:15 Konferans: İktisadında Güçlü Hemşireler
Orturuş Başkanı: Dr. Öğr. Üyesi Behnur Kula Sahin / Uzm. Hem. Rabia Yüzbas
Konuşmacı: Evra KESKİN

10:15-10:45 Ara

10:45-12:15 Panel: Mükemmel Sağlık Bakımında Gücümüzün Farkındayız
Orturuş Başkanı: Prof. Dr. Neriman Akşakul / Uzm. Hem. Canan Sarı
10:45-11:05: Güvenli Hemşire İhtidamı ve Hasta Sonuçları
Konuşmacı: Prof. Dr. Özgü BAYKAL
11:05-11:25: Hemşireleri İhtiyaç Tatma
Konuşmacı: Dr. Öğr. Üyesi Tuğba YESİLYURT
11:25-11:45: Hemşirelik Hizmetlerinde Kaynakların Etkin Kullanımı
Konuşmacı: Uzm. Hem. Tuha AKKAN
11:45-12:15 Tartışma
12:15-13:45 Öğle Arası

Organizasyon: İstinye Ünv. Hemşirelik Fakültesi
MLPCARE İSTİNYE ÜNİVERSİTESİ İSTANBUL

İSÜ SKS İSTİNYE ÜNİVERSİTESİ

SAĞLIK HİZMETLERİ MESLEK YÜKSEKOKULU

SHMYO
MEZUN SÖYLEŞİSİ

Tüm Sağlık Hizmetleri Meslek Yüksekokulu öğrencileri davetlidir.

Moderatör
Öğretim Görevlisi Bilgen Şimşek

8 Mayıs Çarşamba
11.00 - 13.30

Topkapı Kampüsü
TK206 Derslik

İzabela Akçelik
Meltem Karaduman
Fahri E. Çayan

İstinye Meslek Yüksekokulu 2. Derslikte gerçekleştirildiği olup, katılımı 30 öğrenciye sınırlıdır. Başvuru formu okul sayfanından düzenlenebilir.

Geleceğin Meslekleri Semineri

Digit4Women AB projesi kapsamında düzenlenecek ücretsiz bilimsel eğitimlerinin tanıtılacağı etkinliğe davetlisiniz.

1 Nisan 2024, Pazartesi
13.00 - 14.00
ZOOM
ID: 853 8485 6674
PASSCODE: 312049

Prof. Dr. CANSU ÇİÖDEM EKİN

Bu proje Avrupa Birliği ve Türkiye Cumhuriyeti tarafından finanse edilmektedir.

IKG PRO İSTİNYE ÜNİVERSİTESİ İSTANBUL



CAREER CENTER EVENTS

To help Istinye University students and graduates become aware of, make decisions about, and plan their career development processes, and to effectively manage this process in line with their interests, talents, skills, and values, and to better cope with uncertainty, indecision, change, and transitions, trainings, seminars, talks, etc. are organized.

Event Name	Event Date	Event Time	Event Location
Transforming Through Control in Information Technologies	March 8, 2023	16:00-17:00	Zoom
Short Film Scriptwriting Workshop with Tolga Bostanci	9-16-23-30 March, 6 April 2023	20:00-21:30	Zoom
Effective Resume and Cover Letter Creation Training	13-20-27 March, 3 April 2023	16:00-17:00	Zoom
Digital Supply Chain and Industry 4.0 Training in partnership with Innova Corporate Training and Consulting	13 March 2023 / 14 March 2023	20:00-22:00 / 20:00-22:00	Zoom
Effective Correspondence (E-Mail) Techniques Training	March 29, 2023	20:00-22:00	Zoom
CV Preparation Techniques (adL)	April 4-6, 2023	16:00-17:00	Microsoft Teams
Recruitment and Processes at Flo	April 4-6, 2023	16:00-17:00	Microsoft Teams
Effective Communication (E-Mail) Techniques Training	April 5, 2023	20:00-22:00	Zoom
FUTUREIN'D SUMMIT 2023	May 3, 2023	10:00-15:00	
Online Career Days	May 10-11-12, 2023	10:00-16:50	Microsoft Teams

Event Name	Event Date	Event Time	Event Location
ISO 9001:2015 Quality Management System Awareness Training in partnership with Sigmacert Global	August 14, 2023	15:00-17:00	Microsoft Teams
Personal Leadership	August 29-30, 2023	15:00-16:30	Microsoft Teams
Roadmap for New Graduates	October 6, 2023	10:30-13:30	Vadi Campus Conference Hall

CAREER CENTER

EFFECTIVE COMMUNICATION (E-MAIL) TECHNIQUES TRAINING

This training is a highly effective boutique special training in a pill form that all students and employees who need better communication through e-mails should take.

Burcu Şen
Coach/Trainer

5 April 2023 Wednesday
20:00-22:00 Zoom

PERAKENDE SEKTÖRÜNDE KARIYER FIRSATLARI

Tarih: 04-06 Nisan
Saat: 16.00 - 17.00
Yer: Microsoft Teams

KARIYER MERKEZİ

İSÜ İSTİNYE ÜNİVERSİTESİ İSTANBUL

FUTUREIN'D SUMMIT 2023

KARIYER MERKEZİ **IES** İTİNYE ÜNİVERSİTESİ İSTANBUL

03 Mayıs 2023
Konuşmacı: **Çağla AKTUNA OYAR**
Eğitimde Yerel Yeterlilikler
10.00 - 11.00

03 Mayıs 2023
Konuşmacı: **Başak BAYKAN**
Çiğdemli & CEO / İstanbul
11.00 - 12.00

03 Mayıs 2023
Konuşmacı: **Büşra İLHAN**
Model Influencer Affiliate Marketing Senior Executive / Türkiye Çiğdemli
13.00 - 14.00

03 Mayıs 2023
Konuşmacı: **İrem DOĞU**
Sustainability & Innovation Manager / Sustainable
14.00 - 15.00

#iesilekariyerineadimat

"Du etkinlik Manifesto dersleri I ve II kapsamında"

CAREER DAYS

The Career Days events, organized under the coordination of Istinye University Career Center, aim to bring students and the business world together directly. Within this scope, many companies from different sectors visit our university to introduce their organizations, fields of work, career opportunities, and internship and employment processes to the students.

Through company presentations, information sessions, and one-on-one meetings held during Career Days, students are supported in getting to know the sectors closely, gaining awareness about career alternatives, and preparing more consciously for their professional lives after graduation. The events contribute to strengthening university-industry collaborations by allowing students to communicate directly with representatives from the business world.

Career days are planned with the aim of training qualified human resources, supporting employment, and promoting sustainable career development; and are continuously improved based on feedback received.

Career Center Companies for the 2023-2024 Academic Year

- Center of Excellence HR Consulting Group
- Decathlon
- Visual Projects
- Haratres Technology
- Innova Corporate Consulting
- İşkur
- Kizdania
- Lösev
- Madame Coco
- Mgx Stüdyo
- Mlpcare
- Mojofx
- Palex
- Pronet
- PwC
- Sunglass Hut
- TAV TEKNOLOJİ
- TITANIC LUXURY COLLECTION
- Türk Telekom

11 MAYIS PROGRAMI	
10:00 10:50	H Haratres Konu: Teknolojide Karşer Fırsatları Konuşmacı: Aşlı Ece Kırkaya - Haratres Kurucu Ortak
11:00 11:50	gp Konu: Dijital Ajans da Karşer Sule Parlak Yarıkkay - Ajans Direktörü Konuşmacı: Gaye Hıncıoğlu - GP Academy Direktörü
13:00 13:50	MOJO Konu: Hayali Gerçek Yapma Sanatı: Görsel Etki Konuşmacı: Serkan Samli - Yaratıcı Ortak
14:00 14:50	DECATHLON Konu: Decathlon'da gelişim kültürü ve karşer fırsatları Konuşmacı: Akın Büyükbayram - İletişim Lideri
15:00 15:50	TAV TEKNOLOJİ Konu: Importance Of Career Choices Konuşmacı: Öskan Sarı - İnsan Kaynakları Genel Müdür Yardımcısı
16:00 16:50	TITANIC LUXURY COLLECTION Konu: Tutarlılık Karşer Konuşmacı: Duygu Oral - İnsan Kaynakları Uzmanı

12 MAYIS PROGRAMI	
10:00 10:50	İŞKUR Konu: Karşer Planlama ve Gelişim Konuşmacı: Çiğdem Yarıkkay - Başyapı İş Kurulduğu Lideri
11:00 11:50	MADAME COCO Konu: Neden Madame Coco? Konuşmacı: Erica Sarı - Global İnsan Kaynakları Genel Müdür Yardımcısı
13:00 13:50	MGX Konu: Sanat Üreticileri: Endüstri, Uygulamalar ve Karşer Fırsatları Konuşmacı: Halil Gülmez - Project Manager Konuşmacı: Metin Kömür - CEO Manager
14:00 14:50	sunglass hut Konu: Perakende Sektöründe Karşer ve Gelişim Konuşmacı: Selma Düzel - İnsan Kaynakları Müdürü
15:00 15:50	MLPCARE Konu: Sağlık Sektöründe Karşer Noktalığı Konuşmacı: Mahir Emine Koç - İş Ajansı ve Karşer Yönetim Müdür Yardımcısı
16:00 16:50	pwc Konu: PwC Career Steps Konuşmacı: Belca Su Özkan - İnsan Kaynakları Uzmanı

ALUMNI CAREER

Our university graduates can register on our alumni portal to stay informed about job opportunities and events related to their academic development and careers. In addition, we provide alumni career counseling services.

"Alumni Career Counseling"

- Creating individual career goals and making plans,
- Receiving information and support about CV preparation and interviews,
- Receiving information about job search processes/techniques,
- Receiving information and support regarding education and academic careers,
- Receiving suggestions regarding skills that will contribute to career development (language, communication, competency development),
- Managing anxiety and stress related to career issues,
- Applying tests and inventories that will contribute to our career development and evaluating the results together.



ALUMNI EMPLOYMENT

At Istinye University, our most important external stakeholder and the most significant outcome of the education process is our alumni. Three months after graduation, we conduct a "First Employment Survey" via telephone interviews. The feedback collected from this survey is used to measure the employment and graduation rates of our graduates.

