

# New concepts of researcher mobility including combined/part-time positions

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# How can Europe better succeed in global competition?

## How can the World better fight grand challenges?

- **Access to international multidisciplinary frontline research** and research-based innovation is a prerequisite to create globally competitive advanced industry in high-cost Europe
- **Fighting the environmental and societal challenges requires interdisciplinary research** cooperation across fields in academia, sectors and countries
- **The Internet** opens for shared, remote use of **infrastructures and databases**, and multi-national **virtual network research centres**
- This calls for **new concepts of researcher mobility**:
  - **physical/international**
  - **interdisciplinary**
  - **intersectoral**
  - **virtual** (i.e. without physically moving)
  - networking and direct knowledge transfer by **combined/part-time positions** e.g. on flexible time-bank terms (% distributed over the year)

# Recommendations (1)

- **Physical/international mobility:**
  - simplify/harmonize/speed up immigration/work permit procedures
  - make work permits, grants, social benefits and (supplementary) pension rights portable across borders for researchers and –families
  - **allow for more flexible forms of physical mobility**, e.g. by
    - \* means of short-term stays or split stays over a certain time period
    - \* integrating international mobility in national grants
    - \* offering combined/part-time positions on % time bank terms
- **Intersectoral mobility:** across academia/industry/public sectors. From academia to industry is often one-way as lack of scientific publications in industry prevents return to academia
  - recognition of merit and achievements should be acknowledged by parameters recognized in both directions
  - give stronger emphasis to research proposals, organisational achievements, acquired professional skills, not scientific merit only

## Recommendations (2)

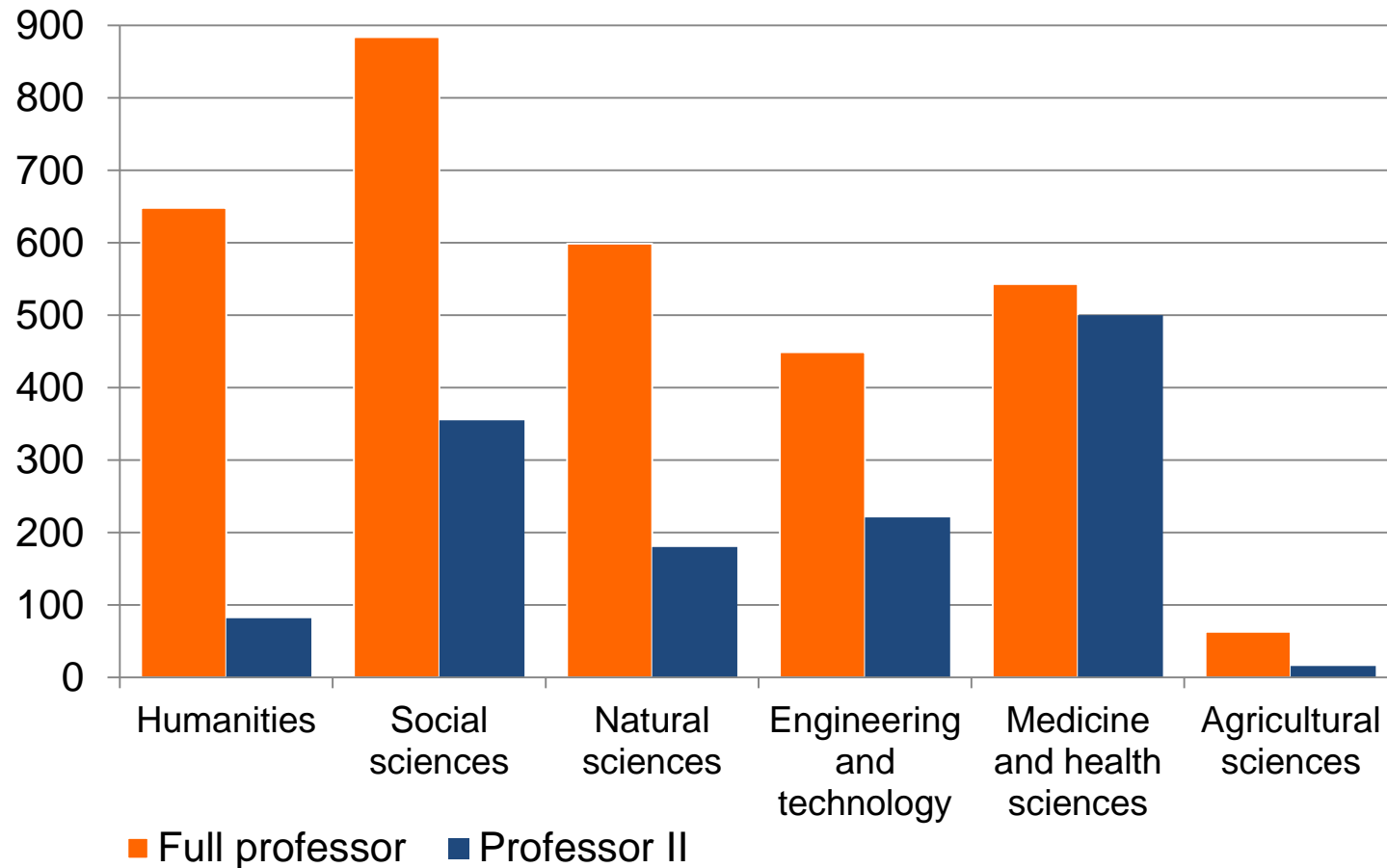
- **Interdisciplinary mobility:** across research fields
  - recognition of diverse, nonlinear "zig-zag" careers in peer review
  - evaluations of research on thematic rather than disciplinary terms
  - international multidisciplinary panel reviewing to avoid biases
- **Virtual mobility:** international, interdisciplinary and intersectoral research collaboration acknowledged by outcome parameters without (need of) physical or interdisciplinary or intersectoral mobility

Flexible opportunities should be encouraged

Assessment should be based on elements, such as

- co-publications, co-patenting
- cross-border grants
- conference papers
- organising boards
- international peer review panels
- appointments based on official merit (e.g. invited expert groups)

# Full professor and professor II by field of research: 2010



Source: NIFU/Register of research personnel

# Professor II (20% part-time) by type of institution and by sector of main position (2011) in mean % ~40% from abroad in specialised Univ institutions

