

# *'NEW CONCEPTS OF RESEARCHER MOBILITY'*

**'DEVELOPING RESEARCH CAREERS IN AND BEYOND EUROPE'**  
European Science Foundation Workshop  
Oslo, 21 to 23 May.

***Professor Louise Ackers, Chris Coey and Dorota Kupiszewska***



*Key Findings from Recent Research*



*Mapping Careers, Mobilities and Impacts in  
the Social Sciences and Humanities*



*Internationalisation: A Liverpool Case  
Study*

*Demonstrating the Public Benefits of Higher  
Education: Public Policy Micro Study*





## Aims

- Population/capacity in Social Sciences and Humanities (SSH)
- Mobilities and Career Paths
- Contributions/Impacts

March 2012-August 2014

## Methods

- Policy Analysis
- Research Review
- Secondary Analysis
- On-Line Survey** (n=2724)
- In-depth qualitative Interviews (n=350)

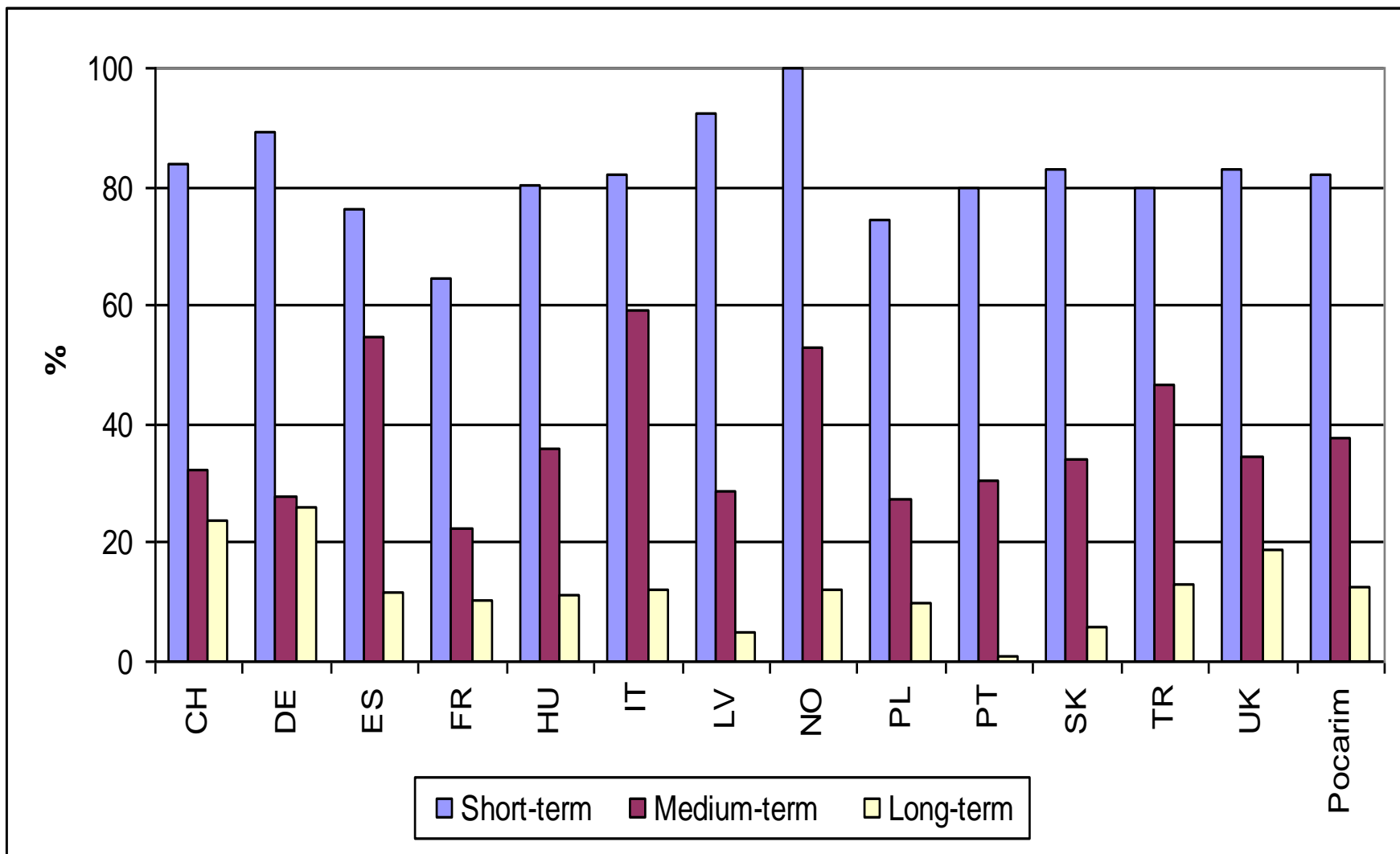
# ***‘International Activity and International Mobility’***

Dorota Kupiszewska, Marek Kupiszewski, Anna Kicingier  
Louise Ackers and Chris Coey

Frequency of international collaboration (%) by country of PhD

Frequency of international collaboration	CH	DE	ES	FR	HU	IT	LV	NO	PL	PT	SK	TR	UK	Pocarim countries average
Occasionally	24	37	45	27	45	43	47	38	41	46	54	35	42	40.4
Regular contacts with partners abroad	35	30	23	25	23	25	32	48	26	32	21	13	32	28.0
Almost always work in collaboration with partners from abroad	16	21	3	11	10	6	9	7	9	5	6	6	5	8.9
Never	25	12	28	37	23	26	12	7	24	17	19	45	21	22.7

## Share of respondents with international mobility experience, by type (duration) of stay abroad





*Internationalisation: A Liverpool Case Study*  
*Ackers and Coey*  
*Selected Case Studies*

Peter – historian

18 months of his PhD in Spain.

Since then 10-12 visits per year (using Easy jet) – for the last 10 years

Would NOT show up in migration/mobility statistics?

But is he international?

Repeat/shuttle mobility – highly place-oriented/contextualised

## ***'Virtual Migrations' and co-presence : Yue***

'In particle physics, it doesn't make that much of a difference (where we live)- we always joke at the conferences that we bump into the same people and they say, 'I've changed jobs but all that's changed is my email address. You're still working with the same people'.

'Some people do [re-locate] some people don't. One of the students who finished his PhD here moved to a different experiment. It is still based at CERN so he was going to move. But his home institute was actually a Canadian institute but he never goes there. He works at CERN so it didn't really make much of a difference to him'. [...]

It doesn't necessarily matter where your home institute is. **You have to be prepared to travel all the time but the pressure to live abroad is declining** as the opportunities for remote access and shorter meeting-related trips increase'.

Intense 2-4 week stays; to access large international teams/infrastructure (data – not contextual)

# ***Partial Migration? A Case Study from POCARIM***

- Laura is British and aged 35.

First degree, Masters and Doctorate in history at same British University (in-breeding?? )

- One year before submitting PhD she moved to Germany to take up a (6 year) fellowship.
- In the first year she married and had a baby.
- Dave returned to the UK to take up a lectureship.
- Laura left her position in Germany after 4 years to take up a permanent lectureship in the UK, concerned at the limited prospects of obtaining secure employment in Germany.
- She works in a British city some 400km distant from where Dave is living and working.
- Pregnant with her second child.



## **Dimensions of 'Partial': *Residency Links***

The couple have maintained several properties in Germany and the UK.

*We always kept 2 places going, one in the UK and one in Germany... First of all it was a flat in [British city] which my parents had helped us buy. And we paid rent for a place in [Germany]. Then we bought a place in [Germany]... Now buying in the UK*

# Employment 'Real Links'

Germany

Parallel positions – post doc in Germany: PhD in UK

Now – employed in UK habilitation in Germany

Laura explains the informal nature of the links/relationships involved in the habilitation process:

*[You have to have] a connection with a professor. You don't have to sign anything, it is informally agreed to present it to which ever faculty you are applying to have a habilitation in.*

Why is she preparing for an habilitation?

- *So I've got the option if I want to. I mean this is the thing with mobility that you think that people move for permanent [positions] you know, if you move into a permanent job in the UK that's where you're going to end up but actually I've got a plan B which is in some ways my plan A because I really miss Germany [but] it's quite hard to get a professorship there.*

# 'Retained Positions'- 'Double Employment?'

- *The people I know who've been professors in Germany and have left to come over here (to UK) have generally kept some kind of position in their old University because they often want to go back.*

# 'Buying-out'

How 'retained positions' work in the other direction. Her husband has applied for a fellowship in Germany – a full-time employment position – which would enable him to 'buy-out' from his permanent position in England but without any risks of him losing this job or indeed his social security/pensions status.

He is also preparing a thesis for submission for a Habilitation degree in Germany.

# Mobilities and Long Distance Commuting

- Until the baby was born Dave travelled to Germany every 2 or 3 weeks. Once Billy was born they have met up every weekend.
- This commuting mobility (living apart together) has continued shifting from an international quality (UK-Germany) to an intra-UK quality. In practice the distance, time and costs associated with this travel will not have changed substantially.

# Characterising these 'Movements'

Migrations?

Business Travel?

Frontier Mobility?

Virtual Mobility/Teleworking?

'International' Partnerships?

Linearity linked to career stage/life-course?

And leading to 'Settlement' (vesting)...

Living-Apart-Together?

Long Distance Commuting?

Continually Re-negotiated?

Transnational and embedded (local)?

Partial or complex?



# Legal Implications of ‘Partial Migrations’?

Golyunker (foll. Carpenter case)

- ‘the element of *physical movement* within the Community is *not a necessary requirement* for the establishment of a link between the economic activity in question and Community law’

## Respondents by country and sector of first employment (%)

76% respondents - first job in the public sector  
 Over 20% - first job in private sector

Employment sector	CH	DE	ES	FR	HU	IT	LV	NO	PL	PT	SK	TR	UK	Pocarim countries average
Public	80	79	74	66	85	77	81	73	68	82	81	69	68	75.5
Private	19	17	25	29	12	20	16	21	28	16	12	28	24	20.6
Third sector	0	3	1	2	1	0	2	4	2	1	2	1	3	1.6
Other	1	1	0	3	2	3	1	2	2	2	4	3	6	2.3



*Demonstrating the Public Benefits of Higher Education: Public Policy Micro Study*

*Ackers, Cliff and Millard*

Aims: Conceptualising 'Impact' in order to capture it  
(Indicators) – **not about mobility but relationships**

Method: 50 in-depth interviews – SSH plus Life Sciences

*The 'Activity Template'  
– Dimensions of  
Engagement*

*Captured this way;  
widespread  
engagement*

- 1. Topic/Field*
- 2. Project Funding*
- 3. Publication Activity*
- 4. Citation*
- 5. Events*
- 6. Expert Committees and Groups*
- 7. Teaching and Continuing Professional Development*
- 8. Research Supervision / Employer Engagement*
- 9. Inter-sectoral Mobility*

# Policy Synergies or Tensions? International OR high Impact?

HEFCE study:

marked tensions between achieving high ratings on 'international peer reviewed publications' and high impact (which is often optimal at local level).

Of the available options, working with the local community was considered by all to be the least important.



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## The factors UK academics consider most important for promotion

2 MAY 2013 | BY ELIZABETH GIBNEY

Research and publication is by far the most important factor in career advancement, according to a survey of academics



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The view was consistent across all disciplines, but was felt more strongly by those from high- and medium-ranked departments, as measured by the percentage of research rated as 4\* in the research assessment exercise.

## *Some Conclusions?*

Recommendations on mobility in the EARCD ‘Developing Research Careers’ Report and the Science Policy Briefing, ‘New Concepts of Mobility’ represent an *intelligent* and *evidenced-based* response to contemporary researchers’ mobilities.

Go a long way to identifying and removing *unintended consequences* of pro-mobility policies/indicators.

And capture the ‘partial’ or ‘complex’ mobility experiences that an increasing proportion of researchers are managing.

Emphasis should be on the ‘Fifth Freedom’ – of Knowledge – and not on physical mobility at all.

Developing indicator sensitive enough to capture **meaningful, appropriate and productive relationships** at international and inter-sectoral level.