

PhD Forum - EAA Annual Meeting

Tuesday, 28th April 2015 - 08:00-13:00

Scottish Exhibition and Conference Centre (SECC), Glasgow

10:30 - 11:15 Plenary session: **Towards greater rookie mobility in Europe**

1. **Urska Kosi**, Vienna University of Economics and Business, Austria
2. **Igor Goncharov**, Lancaster University, U.K.
3. **Peter Pope**, The London School of Economics and Political Science, U.K.
4. **Thomas Jeanjean**, Dean of Faculty, ESSEC Business School, France

This session will address the importance and benefits of greater international faculty/rookie mobility from different perspectives: a PhD student (1), a junior faculty member (2), a head of department and coordinator of an international research network (3), and a faculty dean (4).

(1) PhD student perspective: Urska Kosi

My personal experience is that cross-country mobility, especially at the early stage of an academic career, is very important.

- Detecting best practices, matching your interests with a good research environment
- Building a research collaboration network
- Getting to know other young scholars (PhDs)

Relevant questions in this stage:

- Where to find information about international academic activities that a young researcher can join (e.g., workshops, conferences, possible research visits)?
- Funding of such international activities (e.g., stipends, research grants)

(2) Young faculty member perspective: Igor Goncharov

Moving across countries:

- Differences and heterogeneity across academic markets
 - o Tenure requirements in different countries
 - o Performance evaluation
 - o Focus
- Being "international": How can it benefit you and your school?
- What are the downsides of the international career?

Relevant questions in this stage:

- I ultimately want to be in my home country in the senior/tenured position, should I nevertheless go abroad after my PhD?
- Some say I should publish many papers, and some say that I should rather publish few papers of high quality. What should I make of this debate?
- How important are presentation skills?
- I do not expect to have published a paper or taught a complete class by the end of my PhD. Is that a problem when applying at the European level?

(3) Head of department and coordinator of international research network: Peter Pope

A head of department coordinates the hiring decisions at the department level of a school. What is the process, what are senior faculty members looking for when recruiting new young faculty?

Large research networks for PhDs and postdocs, such as INTACCT, offer interesting opportunities to improve mobility in Europe. What are the long term effects of such networks for participating schools and participating PhDs/postdocs?

(4) Faculty dean: Thomas Jeanjean

At a school level the faculty development from hiring as assistant professor to promotion to full professor is considered. International recruiting is more challenging due to greater information asymmetry and cultural/language barriers. Different schools have different HR policies and tenure/promotion requirements.