The global competition for talent: Life science and biotech careers, international mobility, and competitiveness
Kuvik, A.N.

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The Global Competition for Talent:
Life Science and Biotech Careers,
International Mobility, and Competitiveness

AIMEE KUVIK
The Global Competition for Talent: Life Science and Biotech Careers, International Mobility, and Competitiveness

ACADEMISCH PROEFSCHRIFT

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aan de Universiteit van Amsterdam
op gezag van de Rector Magnificus
Prof. dr. D.C. van den Boom

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commissie, in het openbaar te verdedigen in de Agnietenkapel
op donderdag 28 mei 2015, te 12:00 uur

door

Aimee Nicole Kuvik

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Faculteit der Maatschappij- en Gedragswetenschappen
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Many people and institutes have helped shape this project and me as a researcher, and I am truly indebted to the time they spent, their knowledge, and the experiences together.

I first became aware of what a PhD entailed as a Sociology Bachelor’s student, and am indebted to one of my first Sociology instructors and academic advisor, Dr. Michael Katovich at Texas Christian University, for inviting me to present at an academic conference and broadening my mind to new ways of looking at the world and theories.

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I am also forever thankful to all the individuals around the world, who took time to answer the CiLS survey, and those who participated in interviews. I thank you for your time, and hope that the contents of these pages express your career dreams and frustrations, in a way that can lead to better understanding.

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always cherish the get-togethers the five of us had, and often wish I could go back and replay
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Thinking back at the names listed of those that helped me during this project, individuals from more than 15 different countries, worked closely with me and influenced. Additionally, people from 69 countries took the time to share their thoughts and experiences through the CiLS survey. People may debate what global skilled, scientific, or student mobility will or should bring, but it is evident that changes are happening! My greatest wish is that at least one person will be inspired by this research and advance the research topic further than I ever could alone.
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<td>Careers in Life Sciences survey and study</td>
</tr>
<tr>
<td>YEBN</td>
<td>Young European Biotech Network</td>
</tr>
<tr>
<td>BRIC</td>
<td>Brazil, Russia, India, and China</td>
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<tr>
<td>CEE</td>
<td>Central and Eastern European</td>
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<tr>
<td>EEA</td>
<td>European Economic Area</td>
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<tr>
<td>EFTA</td>
<td>European Free Trade Agreement</td>
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<tr>
<td>EU</td>
<td>European Union</td>
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<tr>
<td>OECD</td>
<td>Organisation for Economic Co-operation and Development</td>
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<tr>
<td>ERA</td>
<td>European Research Area</td>
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<tr>
<td>GATS</td>
<td>General Agreement on Trade in Services</td>
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<td>HRST</td>
<td>Human resources in science and technology</td>
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<tr>
<td>IT</td>
<td>Information technology</td>
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<tr>
<td>MINT</td>
<td>Mathematics, information sciences, natural sciences, and technology</td>
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<tr>
<td>R&amp;D</td>
<td>Research and development</td>
</tr>
<tr>
<td>S&amp;E</td>
<td>Science and engineering</td>
</tr>
<tr>
<td>SET</td>
<td>Science, engineering and technology</td>
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<td>STEM</td>
<td>Science, technology, engineering and mathematics</td>
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