The global competition for talent: Life science and biotech careers, international mobility, and competitiveness

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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

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

ten overstaan van een door het College voor Promoties ingestelde
commissie, in het openbaar te verdedigen in de Agnietenkapel
op donderdag 28 mei 2015, te 12:00 uur

door

Aimee Nicole Kuvik

geboren te Stuttgart, Duitsland
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Faculteit der Maatschappij- en Gedragswetenschappen
ACKNOWLEDGEMENTS

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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Additionally, I would especially like to express my gratitude to the Young European Biotech Network (YEBN) and those who partnered with me to launch the Careers in Life Sciences (CiLS) scientist survey, as well as the Nature group who hosted a link to the survey online on Naturejobs. Special thanks goes to those who volunteered as part of the core team of our Careers in Life Sciences (CiLS) project – Emilia Daniłowicz-Luebert, who took on the role as CiLS project leader within YEBN, and also Tabea Dierker, Dominik Heinzmann, Alba Olivares Polo, and Olga Goncharova – for providing a truly perfect, international, interdisciplinary partnership. I will never forget our first meeting in Bern, Switzerland, where I flew in without knowing what to expect, and left with a new fabulous team and the birth of the CiLS project. It was the kind of partnership that not only involved a mutually shared interest and great synergies in a project, but one that involved lots of smiles as well as focused meetings, whether on Skype, email exchange or in person. Thanks also to all those at YEBN who helped facilitating contacts to assist our survey data collection – and here special thanks goes to Debora Keller and Francesco Lescai – as well as the many others at YEBN who were involved. I am also grateful to YEBN as a whole for embracing the CiLS project, and for providing opportunities to present the research results to such an enthusiastic, inspiring group of life scientists. And not only just to present (and to be present), but to be seen as a valuable scientist and voting member of YEBN, despite not being a life scientist.

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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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Reluctant convergence? The influence of policies from the European Union on mobility and migration

Stimulating European competitiveness through research and the knowledge economy

National policy approaches to skilled migration: Examples from within Europe

Policies for increasing human capital in the knowledge economy in the European Union

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Abbreviations related to this research study:
CiLS  Careers in Life Sciences survey and study
YEBN  Young European Biotech Network

Geographic abbreviations:
BRIC  Brazil, Russia, India, and China
CEE   Central and Eastern European
EEA   European Economic Area
EFTA  European Free Trade Agreement
EU    European Union
OECD  Organisation for Economic Co-operation and Development

Abbreviations related to policy:
ERA   European Research Area
GATS  General Agreement on Trade in Services
HRST  Human resources in science and technology
IT    Information technology
MINT  Mathematics, information sciences, natural sciences, and technology
R&D   Research and development
S&E   Science and engineering
SET   Science, engineering and technology
STEM  Science, technology, engineering and mathematics