

Online International Workshop

International Academics in a Global and Comparative Perspective:

Their characteristics, work roles and contributions

国際比較的視点からみた外国人教員・研究者-彼ら/彼女らの特徴、役割と貢献-

20:30~23:30, Sunday, 6 February 2022 (JST)



Project team at Research Institute for Higher Education



Hiroshima University

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English

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Since the 1990s, international academics, including faculty members at higher education institutions, and scientists at research institutes and private industry and business has become an increasingly important part of the global academic environment. A growing expansion and diversification of international mobility of academics has occurred not only in most OECD countries (OECD, 2008), but also in Latin America, parts of Africa, and many Asian countries systems (Huang & Welch, 2021). Hence, compared to the era before the 1980s, not only have the numbers of international academics rose significantly, but also their demographic profiles and work roles have become more diversified, in most countries and societies. It appears that these ‘new players’ have gradually changed the portrait of international academics in individual countries and higher education systems (Altbach and Yudkevich, 2017).

A lot of studies have been undertaken on academics' motivations for international flow (Baruffaldi et. Al., 2016; Siekierski, et al., 2018; Huang, 2018a), their contributions, particularly to US science (Levin and Stephan, 1999; Stephan & Levin, 2001; Libaers, 2007; Kim et al., 2011; Huang, 2018b), as well as personal, institutional, policy and cultural challenges they face (Cradden, 2007; Leisyte et al. 2011; Huang et al., 2019). However, less is known of international work roles and contributions in other countries, and particularly international researchers and scientists' characteristics and responsibilities in research institutes and industry and business.

This online international workshop is to explore the most striking characteristics of international academics from university, research institute and industry and business, primarily focusing on analyzing and discussing their work roles and contributions, and issues facing them in case countries and systems. Multiple research methods, including

semi-structured interviews, questionnaire survey, case study, and analysis of international academics' profiles from publicly available sources, and others are used in case countries. The workshop is mainly concerned with the following research questions:

- What are the most striking characteristics of international academics? Are they different from local academics?
- What are main work roles or responsibilities of international academics in their affiliations? Are they different from domestic academics? If any, how different?
- What general and specific challenges international academics face in their academic activities and workplaces? Are they different from domestic academics? If any, how different?

We welcome all speakers and participants to discuss these issues and move the field forward.

PROGRAM

Each speaker talks for about 10 minutes, followed by 5-minute Q & A.

- 20:00~ Online registration
MC: Akiyoshi Yonezawa, Tohoku University, Japan
- 20:30~20:35 Opening remarks
Futao HUANG, Hiroshima University, Japan
- 20:35~20:50 **Presentation 1**
SOJOURN or STAY? International Researchers in the Australian University and Research System
一時滞在か滞在か？オーストラリアの大学・研究システムにおける外国人研究者
Anthony Welch, the University of Sydney, Australia

- 20:50~21:05 **Presentation 2**
A Study on International Faculty in a Research University in China: Who Are They and Why Do They Work in China?
中国の研究型大学における外国人教員に関する研究：彼ら/彼女らは誰か、なぜ中国で働くのか？
Qionqiong Chen, Southern University of Science and Technology, China & Yuan Li, Southern University of Science and Technology, China
- 21:05~21:20 **Presentation 3**
Hong Kong Overseas Academics' Intellectual Processes and Outcomes
香港の外国人研究者の知的プロセスとアウトカム
Li-fang Zhang, the University of Hong Kong & Zhengli Xie, the University of Hong Kong
- 21:20~21:35 **Presentation 4**
International Researchers in Japanese Companies: Their Motivations, Work Roles, and Contributions
日本企業における外国人研究者：来日動機、役割と貢献
Ming Li, Osaka University, Japan & Futao Huang, Hiroshima University, Japan
- 21:35~21:45 ***TEA Break for 10 minutes***
MC: Hans de Wit,
Boston College Center for International Higher Education, the USA
- 21:45~22:00 **Presentation 5**
Transnational Universities and International Academics in Southeast Asia: Talent Strategy and Dual Embeddedness
東南アジアのトランスナショナル大学と外国人研究者：人材戦略と二重包摂
LIU Hong, Nanyang Technological University, Singapore & HUANG Xi, Nanyang Technological University, Singapore
- 22:00~22:15 **Presentation 6**

International Academics in Government-Funded Research Institutes in Korea: Work Role, Contribution, and Challenges

韓国の公的研究機関における外国人研究者：役割、貢献と直面課題

Yangson Kim, Hiroshima University, Japan, and Inyoung Song, Korean Council for University Education, South Korea

22:15~22:30 **Presentation 7**

Not all Foreigners are Strangers: Cultural Differences within International Academics in the UK

外国人はすべてよそ者であるわけではない：英国における外国人研究者の文化的差異

Giulio Marini, Institute of Education, University College London, the UK & Toma Pustelnikovaite, Abertay University, Scotland

22:30~22:45 **Presentation 8**

International Academics in Mainland China: What Do We Know and What Do We Need to Know?

中国本土における外国人研究者：私たちは何を知り、何を知る必要があるのか？

Xin Xu, University of Oxford, the UK, Andrea Braun Střelcová, the Max Planck Institute for the History of Science, Germany, Giulio Marini, Institute of Education, University College London, the UK, Futao Huang, Hiroshima University, Japan, & Yuzhuo Cai, Tampere University, Finland

22:45~23:00 **Presentation 9**

Foreign PhDs in the United States: Historical Trends Analysis of Their Professional Experiences and Career Mobility within and Beyond Academic Sectors

米国における外国人博士号取得者：彼ら/彼女らの専門的経験に関する歴史的傾向分析と学問分野内外におけるキャリア移動

Dongbin Kim, Michigan State University, the USA & Sehee Kim, Michigan State University, the USA

MC: Futao Huang, Hiroshima University, Japan

23:00~23:30

General discussion

Speakers and project members only

PRESENTATION DETAILS

Presentation 1: SOJOURN or STAY? International Researchers in the Australian University and research system

Anthony Welch

As a country of migration, Australia has long had a diverse, multicultural workforce, including in its universities and research establishments. This is particularly the case, given the strong emphasis on skills within the country's migration programme, at least in the last several decades. A substantial proportion of settlers now come with high qualification levels, while others undertake a Ph. D. in Australia, and then move into a position at a university or research establishment. While such international researchers are common in both universities and research establishments, differences of culture and language can at times limit full engagement, or acknowledgement of the range of skills brought by such individuals, notably for example, in forging international research links. Based on a series of interviews with high-skilled individuals, key issues of integration and its limits, as well as ongoing connections to homeland research networks are analyzed.

Presentation 2: A Study on International Faculty in a Research University in China: Who are They and Why do They Work in China?

Qiongqiong Chen and Yuan LI

This study aims to examine the profile and motivations of international academics in a Chinese research university in the context of transnational academic mobility. It attempts to know who those international faculty are and why they choose to work in China. The main research questions are: 1) what types of international academics pursue their academic career in China? 2) what factors drive these individuals to relocate to China for full-time employment? To answer the above two questions, both CV analysis and in-depth interviews were employed to collect data. Semi-structured interviews were conducted with 12 international faculty members, aged 30-60, from 8 cultural backgrounds and diverse academic disciplines. Examining the profile and motivations of international faculty in a research university in China has implications on university

leaders seeking to attract and retain qualified global talents. It also provides a window for scholars of higher education studying faculty issues in various national contexts.

Presentation 3: Hong Kong Overseas Academics' Intellectual Processes and Outcomes

Li-fang Zhang and Zhengli Xie

Hong Kong ranked at the top of the world regarding its internationalization of higher education. This study examined overseas academics' intellectual processes and outcomes versus those of academics with Hong Kong and mainland Chinese roots (i.e., non-overseas academics). Participants were 525 academics from the eight University Grants Council funded universities. Results showed that compared with non-overseas academics, overseas academics 1) generally reported less time spent on both research and teaching; 2) were less likely to be conservative in both teaching and research; and 3) reported more positive emotions in teaching and more job satisfaction. Meanwhile, compared with "mainland academics", overseas academics expressed significantly weaker interest in research, but stronger interest in teaching. Within the overseas group, no significant difference was identified in the aforementioned variables by gender, tenure status, academic rank, length of service, and academic discipline. Possible reasons for the findings are offered and practical implications are proposed.

Presentation 4: International Researchers in Japanese Companies: their motivations, work roles, and contributions

Ming Li and Futao Huang

In order to develop global human resources and improve the international competitiveness of companies, there is great interest both in Japan and abroad in having excellent international researchers play an active role. Although the global mobility of human resources and the number of researchers working in Japanese companies have increased, their characteristic has not been adequately studied. The aim of this study is to have a better understanding of the actual situation, work roles, and contributions of international researchers hired in Japanese companies. This paper first reviews the background and policies of Japan to attract highly-skilled foreign professionals, and the overall status of international researchers in Japanese companies. Second, we analyze the data of semi-structured interviews and discuss their work roles and contributions, and issues facing them in Japan.

Presentation 5: Transnational universities and international academics in Southeast Asia: Talent strategy and dual embeddedness

Professor LIU Hong & HUANG Xi

The departure of knowledge transfer is shifting from the North-to-South to having more involvements of Global South as the knowledge-producer. For a long-time, China and Singapore have put on their national agendas of internationalising higher education and attracting globally mobile talents. This study is to examine the dual embeddedness of international academics in the home and host state through a comparative case study on Nanyang Technological University in Singapore and Xiamen University Malaysia Campus. Transnational university serves as an institutionalised platform bridging international scholars (the transnationalists) with more than one nation-state and affiliated campus. These twofold networks and engagements whether will double the identities and work commitments of academic transnationalists are worth investigating. The major impediments and challenges that impact their work and life will also be deciphered in the study.

Presentation 6: International academics in government-funded research institutes in Korea: work role, contribution, and challenges

Yangson Kim and Inyoung Song

This study aims to explore the experiences of international academics in government-funded research institutes in Korea. Since previous studies have focused on international faculty members in universities, academics in research institutes have still been veiled. Also, many international colleagues have left because of the limited support system and closed academic culture in Korean academic society, although the efforts on recruiting international academics from institutes and the central government. Therefore, this study concern international academics' work role, contribution, and current challenges in government-funded research institutes. For the presentation, the specific policies to encourage international researchers and academics in research institutes have been briefly overviewed, and semi-structured interviews have been conducted with seven international academics from research institutes under the National Research Council of Science and Technology. Discussion based on the study's main findings could provide future studies and policy implications to recruit and support international academics for better integration in academic society in Korea.

Presentation 7: Not all foreigners are strangers. Cultural differences within international academics in the UK

Giulio Marini & Toma Pustelnikovaite

International mobility is an increasingly important aspect of academic careers. However, although there is a considerable body of literature that examines international mobility motivations, much less is known about the working lives of academics who move abroad. This paper analyses the academic career experiences of migrant academics in the UK, drawing on data from 27 in-depth interviews collected as part of the CGHE 3.2 project. Our findings reveal that migrant academics are not uniformly 'strange' to UK's academia and its working practices. Among the main factors influencing the degree of migrant academics' 'strangeness' are the country of their doctoral degree, and whether or not academics are from an Anglo-Saxon country such as US, Australia or New Zealand. These findings pave the way to considerations regarding the acculturation and integration of staff from abroad in UK universities.

Presentation 8: International Academics in Mainland China: What Do We Know and What Do We Need to Know?

Xin Xu, Andrea Braun Střelcová, Giulio Marini, Futao Huang, & Yuzhuo Cai

Our presentation focuses on the increasing movement of academics to the "Global East" for long-term academic positions. In particular, mainland China has become one of the emerging magnets for international academics, at least before the Covid-19 pandemic. Notably, most recent literature identifies two cohorts of international academics in China, with the new cohort consisting non-Chinese academics working on long-term and full-time positions. Despite an emerging body of literature on the new cohort, there is a lack of synthesised understanding of the existing knowledge.

This presentation draws on an article that addresses this gap. The article combined a critical review of existing scholarships and three recent empirical research projects, conducted by the authors of the article. It unpacks conceptual and methodological ambiguities of the existing research; reviews major findings such as the profiles, motivations, challenges and work roles, related to international academics in China. It also proposes new typology to define international academics in China, and future research agendas.

Presentation 9: Foreign PhDs in the United States: Historical trends analysis of their professional experiences and career mobility within and beyond academic sectors.

Dongbin Kim & Sehee Kim

Focusing on foreign PhDs who received their doctoral degrees from US doctoral institutions and who stayed in the United States after their education, this paper examines factors that explain foreign PhDs' career mobility (within and across employment sectors), career experiences (career satisfaction, sense of belonging, and collaboration patterns), and ultimately career outcomes (research performance and leadership positions held). Individual (e.g., gender, citizenship status, and country of origin), institutional (e.g., undergraduate institutions and doctoral institutions that foreign PhDs attended), country level variables are examined within a multilevel statistical modeling technique. Particular attention is paid to the differences between those in academic sectors versus non-academic sectors. Implications for policy, theory, and future research are discussed.

DETAILS of SPEAKERS & CHAITPERSONS

Anthony Welch is Professor of Education, University of Sydney. His numerous publications address education reforms, principally within Australia, and the Asia-Pacific, and mainly on Higher Education. An advisor to state, national and international agencies, governments, institutions and foundations in Australia, Europe, East, Central, and Southeast Asia and the USA., his project experience is largely in international higher education. His work appears in numerous languages, both European and Asian, and he has been Visiting Professor in the USA, UK, Germany, France, Japan, Malaysia, Turkey and Hong Kong.

Qiongqiong Chen received her PhD in Sociology of Education at the State University of New York at Buffalo. She is currently working as a researcher in the Office of Strategic Planning and the Center for Higher Education Research at Southern University of Science and Technology in China. Her research interests focus on Social and Policy Studies in Higher Education, Academic Mobility and Academic Professions.
(chenqq@sustc.edu.cn)

Yuan Li started her career in China with a BA in English Language Teaching and a MA in Linguistics and Applied Linguistics. Then she moved to Europe to complete her Master of Educational Studies at K.U. Leuven, Belgium. After completing her MSc in Educational Research Methodology at the University of Oxford, she completed her PhD in Educational Management at the University of Manchester. Dr. Yuan Li joined the Southern University of Science and Technology (SUSTech) in 2015 and was responsible for overseeing the planning, development, operation, and quality control of undergraduate education. She was appointed as the Director of Center for Language Education in June 2019. Her career and research interests are in learning centered quality assurance in higher education, educational management, and international faculty development. (liyuan@sustc.edu.cn)

Li-fang Zhang is Professor of Psychology and Education at The University of Hong Kong. She has published dozens of academic book chapters and books (including two monographs by Cambridge University Press) and (co)authored over 120 peer-reviewed journal and encyclopedic articles. She is the chief editor of the *Oxford Encyclopedia of Educational Psychology*.

Zhengli Xie is a Ph.D. candidate of Faculty of Education, The University of Hong Kong. She holds an MPhil. degree from Beijing Normal University, and a Bachelor degree from Jinan University, mainland China. Her research interests include higher education, inclusive education, and teacher education. She has published in top-tier peer-reviewed international journals.

Ming Li is Specially Appointed Assistant Professor at Center for Global Initiatives, Osaka University, Japan. Her major academic fields include internationalization of higher education, international student mobility, and foreign credential evaluation.

Futao Huang is Professor at the Research Institute for Higher Education, Hiroshima University, Japan. Before he came to Japan in 1999, he taught and conducted research in several Chinese universities. His research interests include internationalization of higher education, the academic profession, and higher education in East Asia. He has published widely in Chinese, English and Japanese languages.

LIU Hong is the Tan Lark Sye Chair Professor of Public Policy and Global Affairs at Nanyang Technological University (NTU) in Singapore, where he serves as Director of

the Nanyang Centre for Public Administration. He had previously taught at the University of Manchester as the Founding Director of the Centre for Chinese Studies and at the Faculty of Arts and Social Sciences at the National University of Singapore. Professor Liu's areas of expertise include Asian governance from a transnational perspective, China's interactions with Southeast Asia, global talent management, and Chinese social and business networks. He has published 15 books and more than 100 articles in the English, Chinese, Japanese, and Indonesian languages, including in leading international journals such as the *World Politics*, *Journal of Asian Studies*, *The China Quarterly*, *Journal of Contemporary China*, *Journal of Southeast Asian Studies*, *Critical Asian Studies*, *International Journal of Comparative Sociology*, *Ethnic and Racial Studies*, *Journal of Ethnic and Migration Studies*, *Asian Journal of Public Policy*, and *Nature and Culture*. He is editor-in-chief of *Public Governance in Asia* monograph series (published by Routledge) and the *Journal of Chinese Overseas* (published by Brill).

HUANG Xi is a Ph.D. student at Public Policy and Global Affairs, School of Social Sciences, Nanyang Technological University (NTU) in Singapore. Her research interests center around China's ascendancy and global governance, international affairs of contemporary China in Southeast Asia. Having trained in the area of Public Administration and Liberal Arts, Huang Xi is passionate about the interdisciplinary research of politics, international affairs, and culture. Her doctoral research proposal is to examine the responses of Malaysia and Singapore towards the rise of China through the cultural lens, against the global political and economic landscape.

Yangson Kim is a lecturer in Research Institute for Higher Education at Hiroshima University. Her areas of special interest focus on academic profession, internationalization of higher education, research productivity and collaboration of academics, institutional context and governance of higher education, and comparative higher education in Asia-Pacific countries.

Inyoung Song is a research fellow at Korea National Institute for General Education at Korean Council for University Education. Her research activities concern general education in higher education, internationalization of higher education and effectiveness of higher education policy.

Giulio Marini is Lecturer (Teaching) at the Social Research Institute, Institute of Education, University College London, GB. He is affiliate at Quantitative Social Science (QSS SRI) and at the Centre for Higher Education Studies (CHES EPS) research centres, both within IoE UCL. Previously he was Research Associate at the Centre for Global Higher Education, EPS Department, IoE UCL since 2016. He has previously worked in post-doctoral positions at Scuola Normale Superiore, Pisa (Italy), Centro de Investigação de Políticas do Ensino Superior (CIPES), Porto (Portugal), The National Research Council (Italy) and Sapienza University (Italy), where he got his PhD in Methodology for Social Sciences. He is also associate editor of *European Journal of Higher Education*. <https://orcid.org/0000-0002-3259-2309>

Toma Pustelnikovaite is Lecturer in Human Resource Management at Abertay University in Scotland, and Co-Chair of AMIIN (Academic im/mobilities international network). Her research is in the area of sociology of employment and professions, with current projects focusing on migrant academics' inclusion and working lives, job quality and organisational identity.

Xin Xu is Research Fellow at the Department of Education, University of Oxford, UK. Xin's research focuses on academic research, global higher education, and Chinese higher education. Xin's publications appear in academic journals in English and Chinese languages. Forthcoming books include *Changing Higher Education in East Asia* (co-edited with Simon Marginson; Bloomsbury; 2022). <https://orcid.org/0000-0002-9972-8995>

Andrea Braun Střelcová is a predoctoral fellow at the Max Planck Institute for the History of Science, Berlin and a PhD student at Tampere University, Finland. She is pursuing her PhD degree at the Higher Education Group at the Tampere University in Finland. In her PhD project, she studies the dynamics of global research collaboration with China from a European perspective. More widely, her research interests include higher education policy and management, research and innovation policy, science diplomacy, EU-China relations, and academic migration. Andrea has researched the academic migration of Europeans in Chinese academia, their motivation, job satisfaction and career trajectories, since 2017. The research project was carried out within a community of European researchers based in China - a network she remains closely connected to as the former country representative of EURAXESS China, the European Commission's initiative supporting researchers' mobility.

Yuzhuo Cai is a Senior Lecturer (Associate Professor) at the Higher Education Group (HEG), Faculty of Management and Business, Tampere University, Finland. He has been with the HEG for 19 years and was the Acting Professor of the unit from August 2013 to July 2014. He is the Director of Sino-Finnish Education Research Centre and Deputy Director of Research Centre on Transnationalism and Transformation at Tampere University. He is also Editor-in-Chief of *Triple Helix: A Journal of University-Industry-Government Innovation and Entrepreneurship*. His main interests are in higher education research and innovation studies, focusing on interactions between higher education and society. He has published over 100 peer-reviewed publications in these fields, including those in top/leading journals, such as *Higher Education*, *Studies in Higher Education*, *The Review of Higher Education*, *Higher Education Policy*, *Minerva*, *Science and Public Policy*, and *European Planning Studies*.

Dongbin Kim is a professor of Higher, Adult Learning and Education (HALE) at Michigan State University. Through her scholarly endeavors, Dr. Kim examines how mobility (and different types of mobility) interacts with issues of stratification in higher education, both in national and international settings. Currently, Dr. Kim is a co-editor of *Comparative Education Review*, the premier journal of Comparative and International Education Societies (CIES).

Sehee Kim is a doctoral student in the Higher, Adult, and Lifelong Education (HALE) Program at Michigan State University. Her research interests include career paths and outcomes of doctorate holders, the global mobility of international students and scholars, and their roles in promoting institutional diversity and global awareness on campus.

Akiyoshi Yonezawa is Professor and Vice-Director of International Strategy Office, and a Special Advisor for the President, at Tohoku University. With a background in sociology, he conducts research on comparative higher education policy – especially focusing on world-class universities, internationalization and public-private relationships in higher education. He established his expertise in higher education policy and management through working experience at Nagoya University, OECD, Hiroshima University and the University of Tokyo. He is a board member at Japan Association for Higher Education Research and at Japan Comparative Education Society, and a national delegation of the Group of National Experts on Higher

Education for OECD, and also actively contributing international research publication, e.g., as an editorial advisory board member of *Higher Education and International Higher Education*.

Hans de Wit is Professor Emeritus at Boston College and Distinguished Fellow and former director of its Center for International Higher Education. He is a Senior Fellow of the International Association of Universities (IAU) and consulting editor of *Policy Reviews in Higher Education*. He is a leading expert on the internationalisation of higher education and has published widely on this topic and advises (inter)national entities and institutions of higher education. He is currently based in his home country, the Netherlands.

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