

Global Academic Careers: Exploring International Opportunities - HERC Webinar

Carl Good morning everyone and first of all, thank you for taking the time to register for today's webinar and I want to just take this opportunity to thank our partner HERC for enabling us to bring this webinar to you today.

My name is Carl Freelove, and I'm the Marketing Manager for jobs.ac.uk, we're a global careers website for the higher education sector and we advertise 100s of faculty positions for over 875 universities worldwide including universities in the UK, Europe, Asia Pacific and beyond, so with academics become increasingly mobile and more universities worldwide actively seeking those with international experience at jobs.ac.uk we can see a world of opportunity exists for the global academic, and today's webinar is all about global academic careers and exploring international opportunities so whether you're think about working overseas or are simply looking for a new challenge, over the next 60 minutes we hope to provide you with lots of useful information to help you really explore your options, and I guess the question we get asked quite a lot is whether the grass is really greener on the other side?

1:03

Well working abroad in any profession has its attractions - whether it's a warmer climate, or better cost of living - but for academics, life overseas can be a little bit more tempting, so, whether it's to fast-track your career, expand your personal horizons or foster long-term collaborations, globalizing your academic career does have lots of exciting benefits. Unfortunately lots of academics are unaware of the opportunities available and how to capitalise on them so we really hope to address this in this very webinar. Going global can also be a very big decision to make with important things to consider before planning the move, after all it's not always easy to uproot oneself from your surroundings, so over the next sixty minutes or so we're going to pick some of these key benefits and some of the things you need to consider to become a global academic and we have two really good panellists on board, we have Professor Eugene Clark and Dr. Mitzi Waltz. Together they're both very seasoned travellers who will share their tips, insights and experiences about finding global academic opportunities and working and living overseas, so I'm going to pass you over to our first panellist professor Eugene Clark, Professor Clark is a distinguished professor of law, and a senior foreign expert within the College of Comparative Law at the China University of Political Science and Law in Beijing. Professor Clarks session is going to explore three areas: first a look at some the benefits working abroad, then we're going to look at how to find these global opportunities and finally we'll spend some time looking at some different countries within the Asia-Pacific region that professor Eugene's spent some time in, so without further ado I will hand you over to Professor Eugene Clark

2:46

Eugene

Hi good morning everyone and thank you Carl, it's so great to be able to do this, and I look forward particularly to any questions, I hope that what I say will be of some benefit and interest to everyone. One thing about the working in a global environment is you realize life is

a 24/7 existence, its five o'clock in the morning here so please forgive me if I sound a little bit sleepy, because I am.

3:16

This is not coming from Beijing, it's actually coming from Port Macquarie, a small coastal town four hours north of Sydney, I'll be heading back to Beijing at the start of March.

Globalization is a reality today within all the universities and just to give you one statistic from Beijing, I first started going there almost twenty years ago, and it was unusual to see many foreign academics or even foreign students, yet now China has just surpassed Australia as the third most popular destination for international students and as I walk around the campus now I see students from all over the world and in my classes as well I see students from almost every continent and it makes it an incredibly exciting place to teach and work and that's what I'll be talking about today as indicated on the slide that's up there now. There are many classes, I think, for an international academic career and I feel so blessed to have had experiences that I have. Coming originally from Kansas like Dorothy in The Wizard of Oz I got blown to other places too, it's been an exciting journey it's certainly not Kansas, but I think the best way to understand your own culture is to get out of that culture and experience another culture and it think it makes you realise the strengths of your own culture plus it's obvious weaknesses and you get the excitement at learning another, as universities themselves - as the word University suggests being universal - have more international students coming in so to have faculty who also have that international mind set I think is a huge plus to the University.

It adds to faculty diversity and to me, particularly in the college of comparative law, to have discussions with lawyers from so many other countries, you get a deeper understanding of really the constant issues, different perspectives and ways of doing things and I think you see best practice and help develop best practice that's useful to other countries as well as it's of value to US students, and every university - with many students who increasingly want the international experience - that they have faculty who have also got that international experience is very powerful as well too and I think it's also good the students who come to your university if you've got background and understanding of their country that can be very very powerful and make them feel warm and welcome as well plus there's many teaching and research opportunities on the research side as shown on the slide here - again in Australia at least many grant applications now want and require you to have an international partner connected with that even if they doubt that's a plus so that the research has greater impact and you can bring in those other perspectives obviously funding bodies- Asian Development Bank, UN, Fulbright, et cetera - lots of opportunities there as many consulting opportunities that have come my way because I have the familiarity with a particular country - I've developed networks in government departments that can request you and again the international networks can be huge in terms of opening up opportunities for teaching research consulting and other things as well.

6:35

The other thing I would mention - I'm going pretty quickly I apologise - that not only is it a benefit for you as an academic but really for your whole family, I have two daughters ones 30

and ones 27 and we've always had international students with us and I think that has been such a benefit for them when they visited students in their own country it was like visiting their brother or sister, they were taken along to schools, speaking, and their own cultural intelligence - you've heard of emotional intelligence but I think today cultural intelligence and sensitivity and interest in other cultures knowing a bit of the language and customs is a huge plus for the entire family.

7:17

Both of our girls have learned a little bit about foreign languages and particularly when they were younger they established lifelong networks - the students are virtually family members, you see their picture, this one of our students from Thailand we went to her wedding, her kids are like our grandkids she's like a sister to our two girls and it's been a wonderful opportunity and finally on this slide that countries are increasingly realizing that academics have dual careers and I've always been impressed with how the university that I've gone to has made an effort as well to find an opportunity for my wife to work in an accounting firm whatever, she's an accountant and an academic herself and so I think there's increasing dual opportunity so it's not just for the academic I think the benefit really is to the entire family, and in terms at how to find overseas opportunities obviously jobs.ac.uk is a tremendous site - they're doing more things all the time and I think we're going to see more things done in the future as people both have an interest in are looking for these opportunities there obviously are other career sights that have an international section in terms of international opportunities there are many government sites particularly where countries are wanting to build capacity whether asking for foreign experts and for an involvement obviously the groups like the World Bank, the development bank and the United Nations and research institutes often will be looking for academics with expertise in that area and of course the benefit to the up the internet is not so much the technology is the network that one can now have virtually internationally and that network and the ongoing and I think eventually universities will give more credit I think to people who have the ability to build and nurture networks, it's a very important component of both research and other opportunities.

If we can go to the next slide - in terms of a little bit of brief personal history I was going to mention a little bit about ... Australia is really now virtually my home. I said I live in will retire in Port Macquarie - this is my base, I first came in 1975 as a high school teacher fell in love with the country it certainly was not Kansas and really love being around the ocean I and now I live on the coast and that's been great it also spent a great deal of time and worked in Thailand mostly in a research side but I'm likely to look at possibly doing a teaching gig their next and China I've been involved with them for about twenty years starting with the research grant but leading to various things and friends that I developed and met twenty years ago summit Mr still a very close friend said today as well too- and that picture there's a when I was lucky enough to be the first recipient other the global 1000 talents program that China has - it was the first one that CUPL had and they made big ceremony out of it and I'm there with the president of CUPL they have done everything to make it absolutely wonderful experience and I couldn't say enough about how great that been.

10:53

My next slide, just some photos I think you can see it's not quite Kansas particularly on the coastline there that's the a shot that's virtually about 100 yards coming out from my house, obviously Sydney in the upper corner, well known, and then obviously inland south Australia, famous for its wine district but it's such a beautiful place I hope that you have that opportunity at some point - next slide just a little bit very briefly about the Australian higher education system is mostly a public system there is one now private for-profit university there's one private university Bonn, these days a PhD is really required for almost every position even entry-level they have what's called lecturer A -E scale a is like the English system like a tutor position up to a basic lecturers senior lecturer, associate professor, professor.

Tenure jobs are getting increasingly harder get and that's true everywhere, with greater casualisation.

Research is very competitive with probably more opportunity in health & sciences generally than areas like mine with law, again international linkages are not only a plus but on many grants a requirement, Australia has very sophisticated technology, Almost every university I know of lectures are recorded, blended learning is very much the requirement of the day, to both use technology as well as some face to face teaching or some programs are entirely online law programs which I know you don't have in the US, quality control again pretty formalised in terms of requirements of unit outlines I think more than ever before I've seen that teaching is more part of a system now as opposed to every individual lecturer doing their own thing in their own classroom, again I think that trends probably true most everywhere

12:58

The next slide, in China again a very modern a city as well too and what you discover of course when a country's as big as china is that there are many China's and different provinces have their own dialect they have a common written language but the food, the culture, there are great differences and you can spend a lifetime it's still not know China and I'm just barely beginning in that regard but it's been very exciting learning a little bit about that one of the oldest civilizations in the world.

Next slide please

OK - one of the functions CUPL here and a little bit about China - China is a very centralized system. The Ministry of Education tightly regulates both what Universities can do in terms of entrepreneurial programs, whereas Australia is very entrepreneurial in terms of new program development, most appointments are centrally approved so there's experts bureau and everything that I was involved with had to go basically through that is absolutely critical particularly in China I think as sponsorship and support and to get to know a local university and really on my program much of the running and support has been with the University on my behalf Chinese universities are very prestige conscious I find students want to go to the highest rank possible universities and they seem to be very brand conscious where in fact I've tried to encourage and sometimes it's not so much brand always at its best fit for you and sometimes a student may get a better experience at a smaller University it might not be quite as highly ranked but the program is a better fit for them. in a way a benefit as well as a

detriment if you don't speak Chinese like in my case I don't expect everybody to speak English so I'm not involved very actively in governments although it do get input into the dean at the International Office and I take that very seriously, I'm involved international linkages particularly if it's in English University English-speaking university by day-to-day governance not their not involved there class sizes compared to what I'm used to are generally a bit larger, teaching style tends to be pretty heavily lecture and students are having speak in English for whom many of them it's their second or even third language is so big part I think for me is getting them to have the confidence to not to expect the English to be perfect but to have a go and it to me it's exciting when the day arrives when almost every three hour or two hour class every student did make some comment during the class and that does eventually happen at once they get going its then hard to shut them up but it makes it very very exciting the technology a fine with the internet at least in ours is still a bit patchy language is always a challenge but again that's just part of it and the need to be flexible responsive is very very important.

Thailand very similar again the language - very difficult - I was in Northeast Thailand, Khon Kaen University working with the Research Centre for dispute resolution again you increasingly find Thai faculty who have studied abroad – English is I think is you're seeing more and more that now over a 20-year period that I've worked there as well off and on more and more English all the time, we've had many Thai students live with our family and visit us. Thai people obviously are very friendly and very beautiful country and there's many parts of Thailand as well too and those are just some the scenes from Thailand the next.

Thailand's rapidly growing system in contrast to china there's a lot more private universities growing their and so you get a great deal diversity at the same time there is also a hierarchy university there's an increasing emphasis on research there's a tremendous need for their own faculty to work on their PhD an increasingly a foreign PhD is required in China as well too if you're a PhD is not from a foreign university I think it makes it much more difficult to get a position is a strong desire for international linkages a and they see the value in it are hungry for it and at the same time it's important I think for academics who come to be politically and culturally sensitive and to obviously realize that every country has its own strengths that you have to always be conscious that what works well in one country may not work in another there's a growing group of a foreigner's I think both in Thailand every country and and again it's important to both network with them but at the same time reach out and not spend all your time with them, language again can be difficult but like all things I think with friendship but particularly in a foreign country building trust and the more that you do that the more I think but opportunities open up to do all kinds of things that are that both very very worthwhile and very exciting. Ok the next one...

18:25

In the South Pacific I've done a fair bit of work with the University of South Pacific In Suva and Nandi both working with their MBA program, I've been there often, it's exciting because the University of the South Pacific really provides courses for 12 island countries and there we used the University of Hawaii satellite system an although I had them all together for two weeks thereafter we used the satellite network and this was 10-15 years ago was very very

exciting and the challenge there was the island economies are so unique, adjusting what I knew to really provide something that was worthwhile and to learn more about their particular needs and so I think if you have that interest in looking at different ways doing things and adjusting what you know to a different environment, a different setting I think that on there's just tremendous opportunities both for learning together and trying to solve that's the challenge is a that are unique to them at that and yet also ones that are common to everyone next slide okay that's all for me and look forward to getting any questions from you during the question-and-answer period so thanks very much and over to Mitzi.

Carl

Fantastic, thank you Eugene that was very informative and it think is given everyone lots of food for thought.

Our second panellist is Dr Mitzi Waltz, who is an associate lecturer in autism studies with Sheffield Hallam University which who are based in England and she's also a contract researcher with disability studies in the Netherlands so we've heard a little bit about Asia pacific, so Dr Mitzis session will now cover and focus on what it's like to work in the UK and also Europe she will also provide some considerations in choosing University overseas and will then head on to some job application tips to help you secure that global job so over to you Dr Mitzi

Mitzi

I'm here to hopefully get you started on the way I'm I think the first thing I'd like to talk to you about is looking from the US to the UK so that will be the next slide, I think - if you've watched films and read books you probably have quite a distinct idea already of what the United Kingdom is like but living there will surprise you.

These are views of the old, and natural, but these days it's a very modern country. The system - if you have the idea that UK universities are all like Cambridge or oxford, all very traditional you'd be surprised they are fantastic but they're actually hotbeds of really up-to-date research, very well-funded research they're busy international campuses and one thing that we do take from that system is that lectures in UK universities tend to have quite a lot of autonomy even now to develop your own curriculum which is one of the things it enjoyed the most we don't tend to do big exam sitting outside of science technology, engineering and medicine were more likely to have students doing essays, practical projects, and other kinds of assessments and there's a lot of flexibility there which can make it really enjoyable to teach. There is a strong mixture of lecturers having a big say in university governance this is changing a bit but at Oxford and Cambridge still very strong most UK's students however attend modern universities not the kind of traditional universities and much more like the sorts of universities you'll see at the State University level that's where it used to work, the university of Sunderland it can even see my window in this picture, a fantastic University in beautiful setting very modern and very new, another difference between the UK system the US although I'm afraid this is one that is also changing - you don't use nearly as many adjunct

or temporary staff, it's been frowned on for a long time but still quite controversial but for you as an academic that's definitely a plus as is research and teaching freedom when and as you can find it, you are still expected to publish and pursue grants, it's still publish or perish and research excellence of what we could find is nationally monitored through a system that you have to submit to and you will be guided in that moving on to mainland Europe you've got just a wealth of opportunities in again very very diverse possibilities throughout Europe, from the Western European old universities which range from the very ancient up to University's started in the nineteenth century which is relatively new by European standards to some brand new universities, particularly in eastern Europe I've done lectures in eastern Europe, I've never taught there full time but I know there's a lot of action there and it's well worth looking at. Most countries - like the UK - throughout Europe have a two-tier university system you have a few elite Research Universities like Sciences Po in Paris and you have large national universities that focus on more practical courses, here in the Netherlands where I work quite a bit we have Universities we have Hochschulen sounds like high school that's your normal State University kind that does BA's and also in some cases some types practical orientated PHD's higher education here is heavily subsidized which means that students don't pay the kinds of fees that you see in the US. Although in the UK our fees are higher than in the rest of Europe. Staff pay throughout Europe tends to be on a national scale which is set in consultation with the main staff teaching union so you kind of know what to expect when you go in and you don't have the freedom to make big changes to the pay you know where you fit and you know where you're going to go at each level and that's actually quite helpful. Typically admission is based in mainland Europe on national exams so you have a lot of student angst at that time of year when everybody's doing exams the curriculum question depends on the country and in some countries it's very rigid and centrally set and students have to sit a lot of exams, as they go through University to progress, in other countries the curriculum is more set at university level and so when you're doing your research on where you want to go this is one of the things you want to know about so that you can speak knowledgeably in an interview.

We do have multi-disciplinary courses we do have creative assigned assessments and practical assessments but it is often true it is exam based or long essay based in the Netherlands and some other countries though we do award for real world work experiences also that's one of the great parts of the system where I'm working now is a lot of movement of students between EU countries with the Erasmus programme flexibility is something we're trying to build into the system now that will more of a bigger thing - the EU so we can get students to try to go out of their home country all there's a lot of time being put into that [don't understand next phrase] so if you want to get started I think the thing you've got to do is figure out what your own priorities are and what your own skills and weaknesses are so that you can know where you can fit think through what subject areas are you qualified to teach in this isn't just what your degree is but may also include where you've had experience of practical work where are those skills in demand, where are the places where there are a lot of jobs in that field that's just the kind of thing you can go on jobs.ac.uk and have a look who's looking for your skills, consider your language skills they do make a lot of difference even with a lot of teaching being done in English these days if you have a second language that can really

broaden your possibilities especially if that second is something like French or Spanish which a lot of people speak in multiple countries, or a fantastic language like Chinese, think about what your motivations are, are they career ambitions? That you want to move in a particular direction? Are they Financial? Because not every country pays better than where you are now. Are they about broadening your horizons and having new experiences involved? Then you need to think what resources are needed to make moving abroad possible. It will cost you money but often universities that have hired you abroad will provide some incentive like relocation funding and do you know somebody? Maybe somebody you actually went to university with, someone you work with currently? A former colleague? Somebody who could apprise you of the countries, or the specific university or better yet the actual post that you're thinking about?

28:18

Then I think you've got to narrow your plans down just a little bit, you want to think which countries you would actually really enjoy working with, not every country is for everyone – I can think of a few that it wouldn't particularly want to work in, but there are others that it would be extremely excited to work in, you need to find a country where there are programmes in your subject area, and you need to decide yourself how to start, do you want to start with a temporary post, to just maybe dip your toe in the water, or are you really ready to make the full time move? If you're interested in a temporary post, you might consider a secondment from your current post, or an exchange through one of the academic exchanges, and it gives you a way to just test it and see. See how it goes. When you are choosing a university there are a lot of tools available to help you.

29:13

University world rankings in the times in the UK publishes one of these every year and it's a good one to look at, there are others that you might want to look at in terms of your subject area, you probably already know certain universities that have a great reputation in your field, but you also want to think about resources and collections or current researchers and where they're located if you're interested in archaeology, for example, where might you be able to get access to the collection that will really make your career take off, if you want to consider career advancement opportunities they're not the same in every country, there are places where you might be able to go and work but would be unlikely to move up, and others where you might be able to move up very quickly, this is the kind of thing that somebody who knows that country well can give you the information you need, and you've got to consider the cost of living and the potential additional benefits of living and working in a particular country. The language requirements that you might face which even on courses taught in English, sometimes language requirements are there that you have to be willing and able to learn a language within a year, I faced that here in the Netherlands and I'm almost there, and requirements in terms of location you might to do a lot of travel which I can imagine can certainly happen. The greatest demand for English language University lecturers is in the Middle East with the developing world so, China India, Brazil, Southeast Asia all of the places that are building their university's from the bottom-up over the last twenty-years and have massive student demand. There was a time when those students wanted to go to the US and Europe, now they're building capacity so that's not necessary and they're happily attracting

students from all over the world. with opportunities ranging from the established universities to brand new universities and Qatar Education City is a great example eighty percent of the staff there is American and many of them are actually working for US or UK universities they're not working for Qatari universities they're working for the satellite University from another country in English - exciting opportunities if that's something you're interested in.

31:50

You need to position yourself for your job search by not being a complete unknown so some things that you can do to make sure that people know your name when that application comes across the desk - the first one will help you no matter where you work which is publishing in international Journal's the second is thinking about whether your publications can be translated into other languages that will mean that they have actually read you in their own language which is definitely an advantage, join international research organizations in the field this is probably the most important step, you gain colleagues this way and get your name on mailing lists which can hook you up with people who will make you part of ongoing discussions - very important - attend International Conferences, don't let your current employer know you're looking for work in that this is part of your plan but it's important for your career no matter where you are so just do it, and make a point of getting to know people who are in the places where you would like to be in, read work by lectures at universities where you would like to work, look up the staff list find it what they've written and contact them with questions about their research it's the best way to get academics talking to you. We all like to know someone's interested a few important tips, outside of the very very top level of academia – and I'm talking Vice Chancellor, Chancellor, Dean - there isn't a lot of head hunting, so don't sit waiting for a call you've got to actually proactively look for the post you want so use sites like jobs.ac.uk, use national websites that are looking for experts in a particular country and be very structured and organized in your job search find out what you need to do with your CV, your resume, and how applications tend to be done in a particular country a lot of them are online these days but there are formats you need to know, and big cultural differences, and what should go on your CV and how you present yourself. A tip I had from colleagues who are working overseas is pay close attention to the job description, the most annoying thing that they face getting loads of applications from people who haven't done that and don't actually meet the criteria for the post and don't get branded as a timewaster. You want to only apply to this post that you know you're a great fit for and let them know on your application all about your motivation for wanting to work overseas, don't let them pick that one up for themselves, you want them to know the real reasons that you want to be there, the positive reasons and that will be just what you need.

Interview procedures at overseas universities could be really different to what you have experienced before, I actually have only worked overseas although I'm from the US originally, it's the only place I've worked as an academic, my American colleagues have told me about these three-day interview extravaganzas that you do, it tends to be much shorter over here in Europe because they check you out before they offer you an interview in the first place. If you're not sure what to expect ask a colleague at a University in that country or just ask the HR department, they actually will tell you a lot so that you can be prepared, get portfolio together and make sure you've got everything we might ask for because we don't know if you

will have internet access, we won't know if you have your own computer working, make sure you've got stuff printed out, your full research and funding experience, so that if they say well what was your research income for the last few years, you've got it information about every module you've ever taught, on every course, programme and every guest lecture section so you're ready for every question, and research cultural issues in advance so you're sure not to give offence by wearing the wrong thing or saying the wrong thing.

36:04

You may need to submit your qualifications to a national organization in Europe we have different ones for each country, your PHD may not count as a PhD in a few places which is a bit of a worry and I do want to caution you to watch out for scams there are a few, there are a few web-sites that look very official but are not the real deal so stick with the established sites that deal directly with universities and government departments not people who promise to do something for you for a fee.

Try to develop a little knowledge of the local language that will always stand you in good stead. Even if it's just words like please and thank you it really sets you apart from the other English speaking applicants. There are a few logistical problems but there are all things that you can find out about, you gotta think through visas and work permits, usually if you're hired the University will help with this, not only for you but for your partner and children, your children's education - you may not be able to use the state system so that can be an additional cost and an additional thing to set up, don't forget about your partner if you have one, their career and life abroad is also very important if you're going to have a happy experience often the university will help you with this relocation costs be sure to ask at interview and in a few places there are safety issues that you need to be aware of and the home office of the country that you're going to - the home office of the UK for example could help explain to you what you need to know to stay safe in your new home I really recommend trying a temporary opportunity like working as a visiting lecturer or doing a sabbatical overseas before you make a permanent move it's not so fun to make a big move with your family and find it's not for you so give it a go on short term and you'll know for sure that it's exactly right. If you are offered a job be sure to check a few key issues before you sign anything, one of them is academic freedom, I know a few people who have run into difficulties around this so you want to be sure that you're clear on what you can and can't do and that you're comfortable with the rules make sure that the university has a good reputation and has a good reputation for working with overseas staff, check the facilities for research are what you expect and what you need to do the work that you do and make sure that you are put at the right place on the pay scale because sometimes you might sign something at a lower level than you should, unless you know exactly what the situation is and where you're going to be working.

Working overseas takes you off the tenure track, and I know for those of you in the US that can be a real issue, but it's only a temporary blip if you're planning to return, and it can help enhance your career prospects so be sure to keep that in mind, and be sure that you do the things that're important to get right back in if you do return to the US you may need to plan this quite carefully. Whatever you do, good luck with your search, I hope that anyone who's

got sincere plans to work abroad has an excellent time in searching and that you find just the job you're looking for.

Brianne

Thank you Mitzi and Eugene as well, now we have a little bit of time left for a question and answer section I'm going to pause the questions and see the order they were asked.

A question for Professor Clark:

Does Australia recognize the master of fine art, MFA terminal degree as equal to the PhD

Eugene

Thanks very much for the question.

I'm a lawyer, so I have to say I do not know too much about fine arts so I don't know to be honest with that but I think the Australian immigration site I know has a lot of information about recognition of foreign qualifications. Australia does make a commitment to recognize as far as they can the equivalent qualification in the US so - I think Mitzi gave great advice there - I would contact someone in an Australian university's fine arts department and they will I think very quickly give you the answer to that question.

41:22

Mitzi

You can often tell a lot by looking at the online CV's of lectures that are currently working in the Department you're interested in applying to about what they're looking for they haven't put it in the job description it's a good place to find out what's expected.

Brianne

OK here's one more for Eugene:

Thank you for touching on the opportunities for family members when working abroad.

From your experience have you experienced support from your institution for professionals with a family or has it been a challenge?

42:06

Eugene

I have to say it's been support - I mean, I think I'm helped by the fact that accounting is fairly international anyway and I have to say as well that the support - particularly in Australia - was great, my wife was able to get an opportunity in one of the top accounting firms and I think the same opportunity would not have been available in the US and so one of the things that I've found in my international career was the opportunity of doing things at a national and

international level that would have been far more difficult for me to do in the U.S., those opportunities were greater overseas - at least for me - but the universities that I've been involved with as a whole have been very very helpful, very cooperative and use their networks to assist.

Brianne

Great - Mitzi would you like to add anything to that?

43:11

Mitzi

I think I can, the UK is a bit of an outlier in that trend not particularly used to two-career couples even in these days but I know some universities are trying really hard to get up to speed and one of the advantages with my former partner was that he was able to do a degree at a very low price because I was on staff, that's always a benefit.

Brianne

Great. Would either of you like to speak to the climate for LGBTQ faculty overseas?

Mitzi

Yes I can do that, depends absolutely on the country that you're in and the UK, Netherlands, very comfortable, I could imagine it would be rather different in the Middle East. I think it's one of those questions you can often find out a lot by just looking at the information that the University publishes - do they have supported organizations and are they proclaiming that in public on the website? Talk to members of staff who teach classes that might be of interest to LGBTQ students and see if they've got advice for you about the climate where you're at. It is institution to institution, country to country, but I think there's some places you'd have an absolutely fantastic experience

44:33

Eugene

I would only add that Australia would be a fantastic experience in that regard, Asia probably a little bit less so and I think Mitzi's comments were spot on in relationship to all the others.

Brianne

One good point that a couple of our attendants have made that the HERC job seekers are not all faculty specific, some of them are administrative or just working within the higher education field. You guys have any information or advice for non-faculty position overseas?

Mitzi

There certainly are some, especially if you know a lot about some University specific ICT, e-learning for example, a lot of posts supporting e-learning development. I've also seen a lot in facilities throughout Europe because we've got older buildings and there's a lot of things that

need to be done to manage these, logistics positions in any big organisation is always a big deal and if you have international experience that can be a real advantage we have a lot of universities in Europe in particular that are building satellite campuses and are calling on experts to try to get these things to work it's not always easy when we have students who are maybe receiving courses over web links or when we have a lot of staff travelling back and forth and I know there's got to be opportunities there and I have seen some really interesting job listings in those areas.

Eugene

I would predict that area is going to grow, as Mitzi says, and I know I often get asked by HR things are organized in the universities that I've been connected with and I think foreign expertise not just in academic areas but all the administrative support areas I think is very important. Many universities are now... they really have been impressed by the Alumni model that exists in the United States.

46:53

I know in Australia and China they are wanting to develop an expertise and a greater infrastructure to support and tap into that alumni network, so I think that across many areas that's going to be a possibility of new opportunities

Brianne

Great. Thank you

47:14

Yet another general question - and maybe you guys can think of a way to answer it - but we have somebody asking about the general idea of range of salaries maybe they mean as compared to the US or faculty specific I'm not sure?

Would either of you be able to address that?

47:35

Mitzi

There's a British expression 'how long is a piece of string'. It is country to country I have to say one of the nice things that working in Europe is that you can find out - it's no secret what the salary range is if they say the post is Lecturer or Senior Lecturer, or Professor there's a published scale and that applies to everybody, there are no secret sweeteners behind the scenes or anything like that it's just where on that scale to do you fit. The salaries in the UK are a little bit lower at the very top level than what you might be able to get in the US at the top level because of that, but they're perfectly fine I don't think anyone's hurting and because we do tend to have full-time posts - they're proper jobs not adjunct where you're working at three different places it's a reliable, decent income. In Europe there are some places sometimes where the salary is a little bit lower, in some places like France there are some people in the academic world who earn rather nice salaries so it's worth looking country to country if salaries are a big concern.

Australia is very similar to the UK in the sense that you have levels for level ABCDE, the salary scale may give a loading for more expensive cities like Sydney but it's generally much the same throughout the country and it's pretty easy to find out that information. China certainly seems to be more opaque for me and again the salaries are really determined by the type a program you're on in most cases, but there's so much diversity just as in the US that depending on the type and area regional university and even faculty level there's huge diversity in the US, so it's a very difficult thing to make comparisons so just to ask around and use your networks but it is more transparent particularly in the countries like Australia and the UK. There are other advantages which can include - you don't have to worry about your health care in a lot of European countries – either you'll be covered in the UK - or it'll be quite low-cost insurance and that's certainly a nice thing when you have a family

Brianne

Great if we have a couple more minutes, I'm going to try sift through the questions and find as many as it can that apply to as many people as possible. One of them is: Is there a typical time frame for jobs in Europe, for example when postings become available for the next academic year and when are those applications typically due?

Mitzi

I think most typically if it's a new program or a program that's expanding you'll see that in the spring for the autumn term, but I see listings all through the year for all the reasons that we would expect - staff change jobs and program suddenly grow or suddenly don't grow –so yeah anytime and they'll let you know what the scale is for getting your application in for the due date and it's usually pretty quick just a few weeks.

Brianne

Great and I guess this is another question here specifically about Latin America that maybe we can phrase the question as you know a great starting point for job seekers if they are interested in international work and where if they want to find out about at their places that are the country's you guys presented today where the good starting point that information

51:47

Mitzi

I'd start with the website of that nation because usually they'll have a sort of a round-up of what the education system is like, how does it work, what are the levels so that'll give you an idea of the number of students who go to University and what levels they go to University at you can often find the background of a particular country so if you wanted to look at Uruguay or wanted to look at Brazil It will tell you what the biggest universities in those are countries and what kind of universities they have, because often there is different sorts not just the two-tier system, they may have several teachers colleges for instance an Agricultural College or specifically engineering universities, technical universities so you should be able to find that information fairly easily these days.

Beyond that, build that network in the country's that you're most interested in Get to know colleagues through their work through their research through meeting them at conferences, and ask them they're the real experts.

Brianne

We will have to go in just a little bit but there's one more question that popped up a couple times that I'd like to ask which is have you guys seen or experienced any bias for or against older faculty members overseas.

Eugene

In China I would have to say I think it's that partly their Chinese and maybe generally Asian cultures it one could say that there is a high regard for age which is nice in some ways given that I'm in my sixties? There are some ways it would be a disadvantage in in some countries. In China I think, and I think also may be in law as well, but I think that if you are an older academic, if anything they probably give too much deference to you and sometimes you have to really work to get students to challenge and to be more assertive in their learning but that said there's a positive bias in China at least in the law / social science area that may be less so in sciences I don't know but that would be my response.

54:19

Mitzi

There is a little bias sometimes - experience counts and if the experience that you have is of value I don't think it's going to count against you very much.

Brianne

Great well thank you so much to everyone for your excellent questions, and Eugene would you like to share a final thought with the group?

Eugene

Yeah I think it's one that Mitzi covered so well and that is that if you're really interested in an international opportunity, to persist and in a way think big but start small and that small can be getting to know someone from that country even in your own backyard most cities have sister city programs and just knowing someone local who'll know a lot about the university, so remain open to the opportunity start small maybe go there on a holiday get involved with someone from that country, have an international student stay with your family or whatever but there's so many ways to at least get started and you can think big in terms of the opportunity but persist and certainly for me it was a life transforming experience that I have benefited from continually, so if that's in your heart to do, stay with it and you'll be able to find a way.

55:46

Mitzi

That's fantastic advice, I just want to encourage you to consider the opportunities as there are some considerable opportunities, particularly in the developing world any country that's right now developing a higher education system needs your expertise if you got something to offer and those are the places with the most amazing career opportunities although you might find one anywhere you might want to look.

Brianne

Great, thank you everyone again for joining us today and thank you especially to Eugene and Mitzi for sharing your insight on this topic.