

Is Academic Mobility Gendered ?

Symposium on the internationalization of research careers and its implications for equality policies at national levels

University of Lausanne, Novembre 10-11th 2022

Convenors :

Marie Sautier, LACCUS UNIL (CH) – Sciences Po Paris (FR)

Gaële Goastellec, LACCUS, UNIL (CH)

Being mobile, working in transnational networks, publishing in international journals are few of the academic norms early-career researchers have to face in an increasingly internationalised academic system (Le Feuvre, Bataille, & Sautier, 2020). Yet, these norms widely vary across fields (Hamann & Zimmer, 2017; Herschberg, Benschop, & van den Brink, 2018), institutional and national environments (Laudel, Bielick, & Gläser, 2019; Musselin, 2004). In this symposium, we consider *academic mobilities*, as well as their norms and practices, as an empirical ground to explore some of the recent transformations of academic careers related to internationalisation, and their consequences for the researchers and their institutions (Bernela & Milard, 2016; Schaer, Jacot, & Dahinden, 2021; Tzanakou & Henderson, 2018; Zippel, 2017). We invite researchers from various geographical and disciplinary backgrounds, to discuss the complexities of the academic mobility phenomenon. The symposium aims at building a better understanding of the implications of the internationalisation of research careers on shaping female and male's trajectories – in sometimes counter-intuitive ways (Cañibano, Fox, & Otamendi, 2016; Goastellec & Pekari, 2013; Zippel, 2017) – and on transforming institutional recruitment (Le Feuvre et al., 2020; Moratti, 2021; Sautier, 2021).

As academic institutions have showed a growing interest in combining internationalisation policies and equality policies, the symposium also provides a space of discussion between researchers working on academic mobilities, and institutional stakeholders working on career management or implementing innovative actions.

Bernela, B., & Milard, B. (2016). Co-authorship Network Dynamics and Geographical Trajectories

- What Part Does Mobility Play? *Bulletin of Sociological Methodology/Bulletin de*

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Cañibano, C., Fox, M. F., & Otamendi, F. J. (2016). Gender and patterns of temporary mobility

among researchers. *Science and Public Policy*, 43(3), 320–331.

Goastellec, G., & Pekari, N. (2013). Gender differences and inequalities in academia: Findings in

Europe. In *The work situation of the academic profession in Europe: Findings of a survey*

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- Hamann, J., & Zimmer, L. M. (2017). The internationality imperative in academia. The ascent of internationality as an academic virtue. *Higher Education Research & Development*, 36(7), 1418–1432.
- Herschberg, C., Benschop, Y., & van den Brink, M. (2018). Selecting early-career researchers: the influence of discourses of internationalisation and excellence on formal and applied selection criteria in academia. *Higher Education*, 76(5), 807–825.
- Laudel, G., Bielick, J., & Gläser, J. (2019). ‘Ultimately the question always is: “What do I have to do to do it right?”’ Scripts as explanatory factors of career decisions. *Human Relations*, 72(5), 932–961.
- Le Feuvre, N., Bataille, P., & Sautier, M. (2020). Probationary or second-class citizens? Postdoctoral experiences in the Swiss context. In S. Sumer (Ed.), *Gendered Academic Citizenship: Experiences and Challenges*. Palgrave.
- Moratti, S. (2021). A woman’s place is in the ‘home’? Gender-specific hiring patterns in academia in gender-equal Norway. *Journal of Sociology*, 57(4), 916–934.
- Musselin, C. (2004). Towards a European academic labour market? Some lessons drawn from empirical studies on academic mobility. *Higher Education*, 48(1), 55–78.
- Sautier, M. (2021). Move or perish? Sticky mobilities in Swiss academia. *Higher Education*.
- Schaer, M., Jacot, C., & Dahinden, J. (2021). Transnational mobility networks and academic social capital among early-career academics: beyond common-sense assumptions. *Global Networks*, 21(3), 585–607.
- Tzanakou, C., & Henderson, E. (2018). Stuck and sticky mobile academics: reconfiguring the im/mobility binary. In *Proposal for special issue of Higher Education*. Warwick University.
- Zippel, K. (2017). *Women in Global Science: Advancing Academic Careers through International Collaboration*. Stanford, CA: Stanford University Press.