

Competition for Talent. Country and Organizational-Level Effects in the Internationalization of European Higher Education Institutions

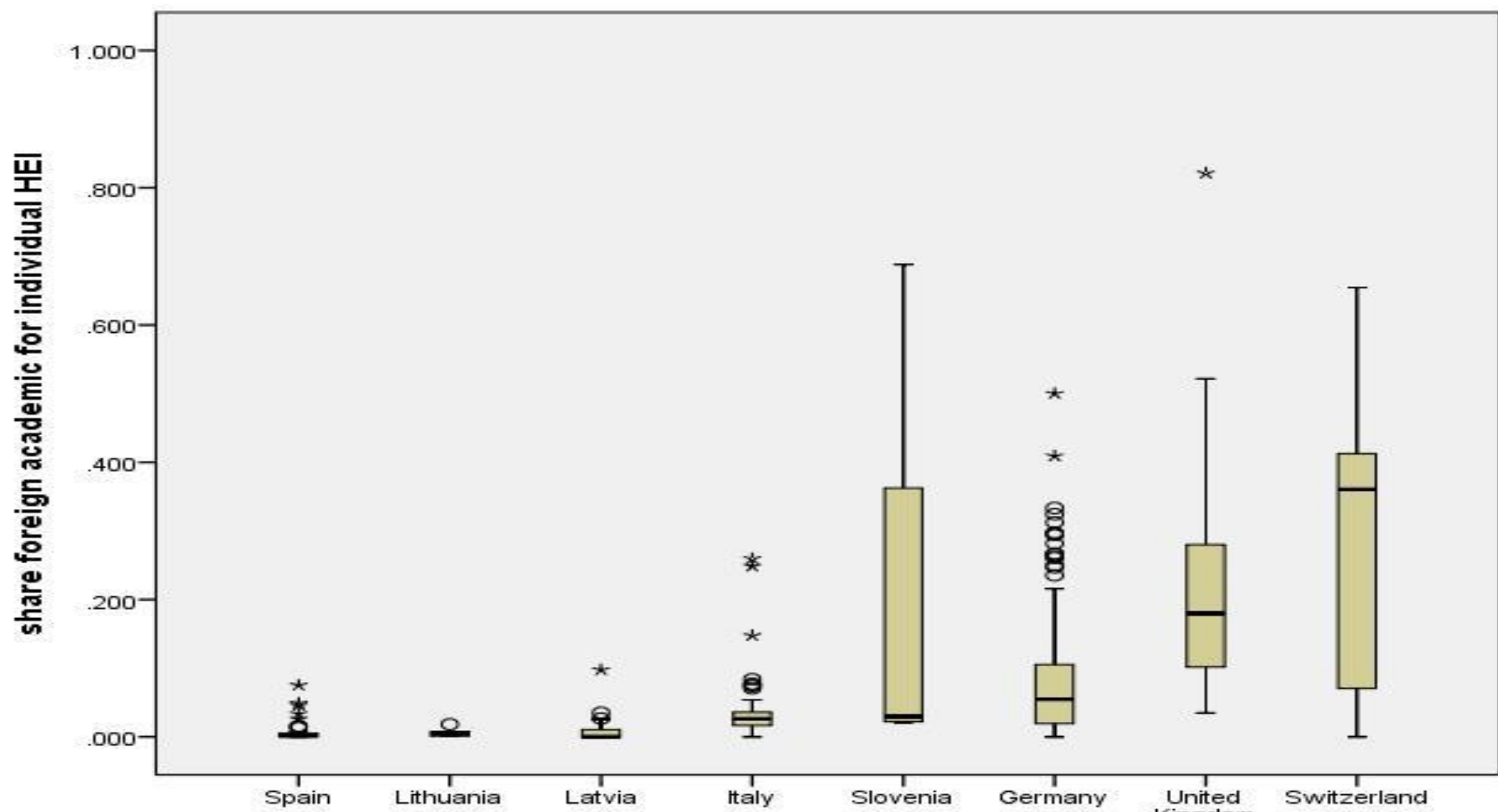
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Boxplot of share foreign academic for individual HEI by countries

Individual data points are the number of HEIs participations. The lower level of the boxes is set to 1Q, the higher to the 3Q, the line in-between represents the median of each country distribution; the bars correspond to 5%-95% of the distribution. Individual points represent outliers.

SAMPLE AND DATA

Predictions of the model are tested on a dataset of 601 HEIs in 8 European countries namely Germany, Italy, Latvia, Lithuania, Slovenia, Spain, Switzerland, and United Kingdom. The sample has been derived from the EUMIDA dataset. The dependent variable measures the internationalization through the share of foreign academic staff defined as academics not having the nationality of the country (UOE 2006). It includes employees who are mostly involved in education and research, excluding technical and administrative personnel.

RESEARCH METHOD

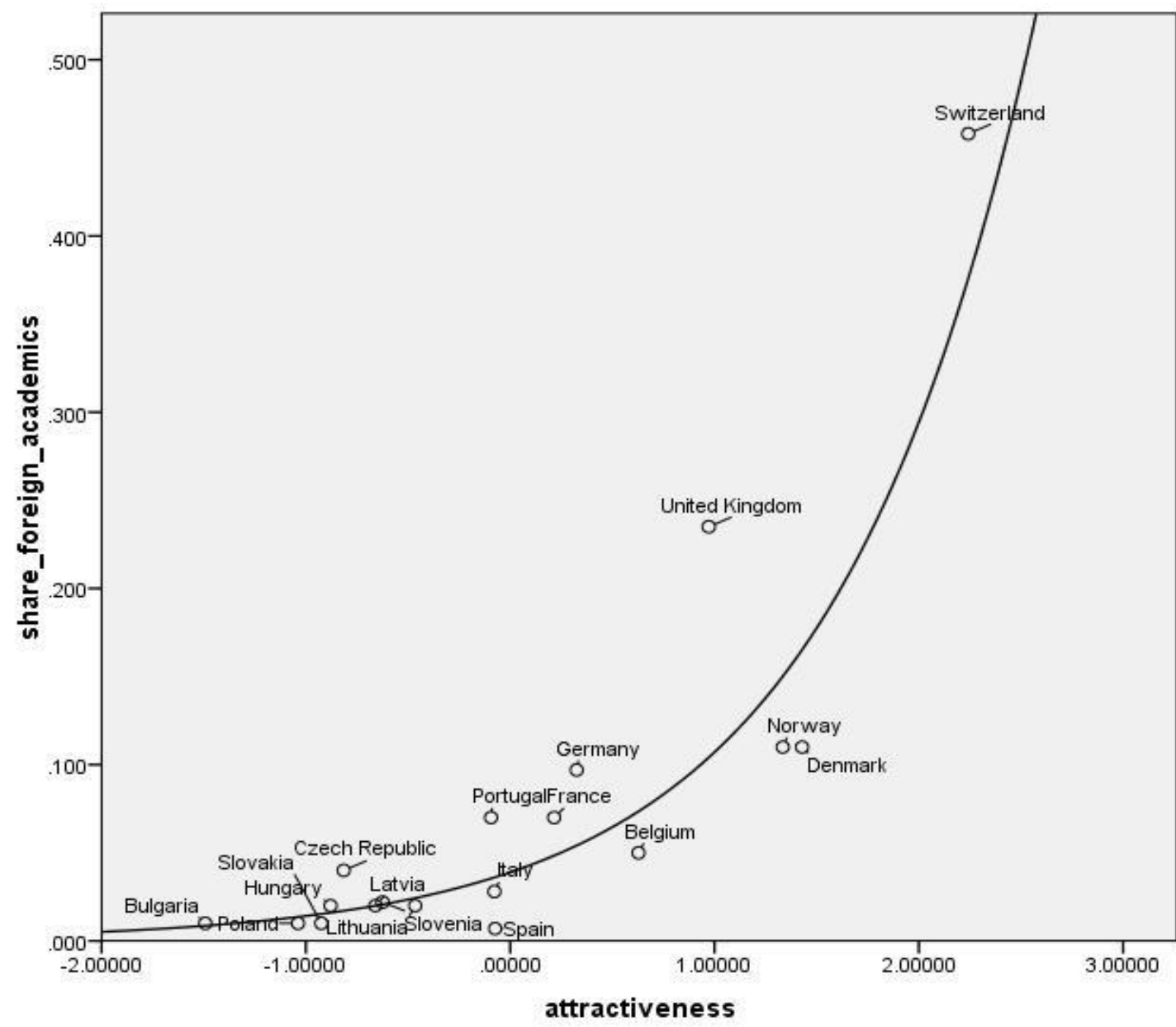
- Analysis at the country level using aggregate values for the share of foreign academic staff. A comparison between staff results with PhD students is also provide in order to investigate whether country attractiveness has a similar impact on their internationalization.
- Descriptive analysis for university-level data to analyze the relative importance of country vs. HEIs features and to compare distributions across countries.
- Multilevel Regression in order to analyze the impact of independent variables on the share of foreign academic staff.

INDEPENDENT VARIABLES

Country-Level Variable: *Attractiveness as a composition of Higher Education Research and Development Expenditures per inhabitant in purchasing power parties (HERD); Number of Researchers in the Higher Education Sector as a percentage of the total workforce; Average Impact of National Scientific Publications; Gross Domestic Product per Inhabitant in Purchasing Power Parities.*

University-Level Variables: *Research, Teaching Orientation and International Collaboration (share of international co-publications).*

Control Variables: *Disciplinary Characteristics, Border HEI, Urban Centrality, Legal Status and Size.*



Internationalization at the Country Level
X axis: attractiveness. Y axis: % of foreign academic staff

Determinants of Internationalization at the University Level

- Country attractiveness is highly significant and has the strongest impact on internationalization.
- HEI characteristics have a significant impact on internationalization.
- The coefficient of research orientation is positive, while teaching orientation is negative, and strongly significant.
- International collaboration has a significant and positive impact on internationalization of academic staff.

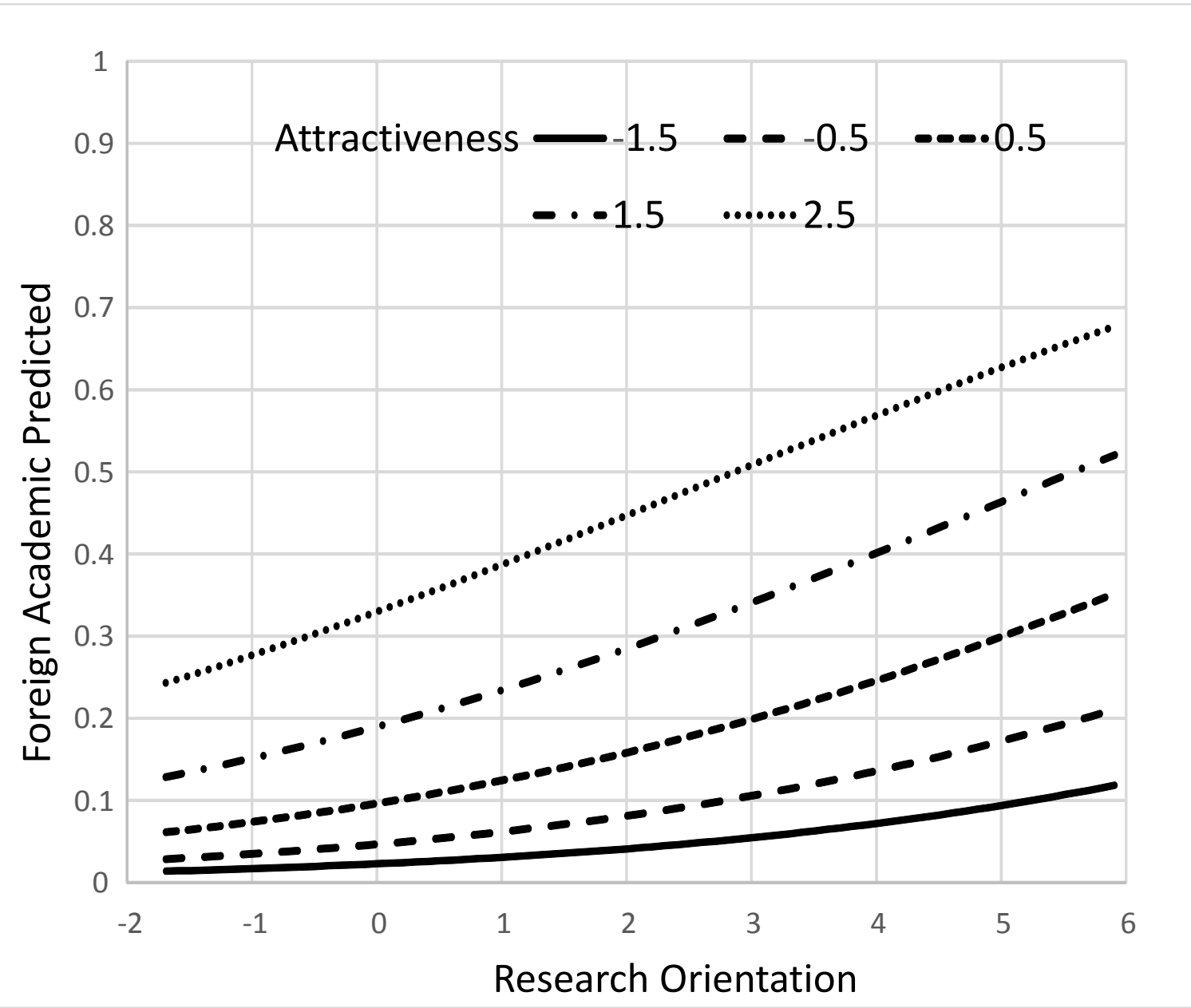
	controls		
		S.E.	Sig.
cons	-4.207	0.265	***
country attractiveness	0.959	0.317	*
research orientation	0.374	0.050	***
teaching orientation	-0.376	0.050	***
Border HEI	1.075	0.239	**
urban_centrality	0.564	0.175	*
Technical HEI	-0.081	0.102	
Business HEI	1.219	0.212	**
Private HEI	-0.139	0.142	
Total staff*	-0.011	0.019	
Country level variance	2.582	2.693	
HEI level variance	0.593	0.048	
Individual level variance	1.000	0.000	
R2 dicho	0.227		
R2 pseudo	0.520		

Multilevel Regression Results. Binomial Logistic

Dependent Variable: Share of Foreign Academic Staff.
*Coefficients calculated for the general mean of the variable since a null score of this variable is meaningless. Significance level (t test): <0.1, *<0.05, **<0.01, ***<0.001

Countries Attractiveness and Research Orientation

Combined effect of country attractiveness and research orientation on the share of foreign academic staff



In countries with low attractiveness, even extremely oriented HEIs do not internationalize to a high level, whereas in attractive countries this happens as soon as HEIs are moderately oriented to research.

CONCLUSION S

- HEIs research (vs. teaching) orientation have a strong impact on their capacity of attracting foreign academics.
- Country factors are more important than HEIs characteristics in driving internationalization.
- The association of research orientation with internationalization is mediated by the HEIs international network.
- Improving the general conditions of the research systems is more important than promoting internationalization per se.
- National policies concerning careers and the mobility of researchers should be tailored to structural conditions of HEIs and countries without imitating the approaches of highly attractive place.