

UCCRSA

UCCRSA committee

Chair: Dr Rosarii Griffin

Vice-Chair: Dr Gordon Dalton

Secretary: Dr Mark Jessopp

Treasurer: Dr Cathal O'Mahony

Media & Communications: Dr Andrew Allen

Social & Events: Dr Elizabeth Gilchrist

Membership & Outreach: Dr James Savage

Policy & Advocacy: Dr Shane Hegarty

Committee members:

Dr Jodie Crane, Dr Andriy Temko and Dr Xiao Ouyang

If you would like to get involved, or have any issues or concerns you would like the RSA to raise with UCC, please email us at:
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UCC

University College Cork, Ireland
Coláiste na hOllscoile Corcaigh

Identifying Opportunities and Challenges
around
Mobility of Researchers
in the light of the
Changing Higher Education Geo-Political Landscape

By

Dr Rosarii Griffin FRSA

Chair

UCC Researcher Staff Association (UCCRSA)

Mobility

- Mobility is defined by the Oxford Dictionary as:

‘the ability to move between different levels in society or employment’

And

‘the ability to move or be moved freely and easily’.

Researchers

'Researchers are professionals engaged in the conception or creation of new knowledge, products, processes, methods and systems and also in the management of the projects concerned'.

OECD (2002), *The Frascati Manual* Paris, (p. 93)

Neo-Liberal

- Set of practices that are organised around a certain imagination of the market' as a basis for:

'the universalisation of market-based social relations, with the corresponding penetration in almost every single aspect of our lives of the discourse and/or practice of commodification, capital-accumulation and profit-making'

- Ball, 2012, (*Op. Cit*). citing Carvalho and Rodrigues, 2006 citing Wood, 1997)

- Neo-liberalism is about:

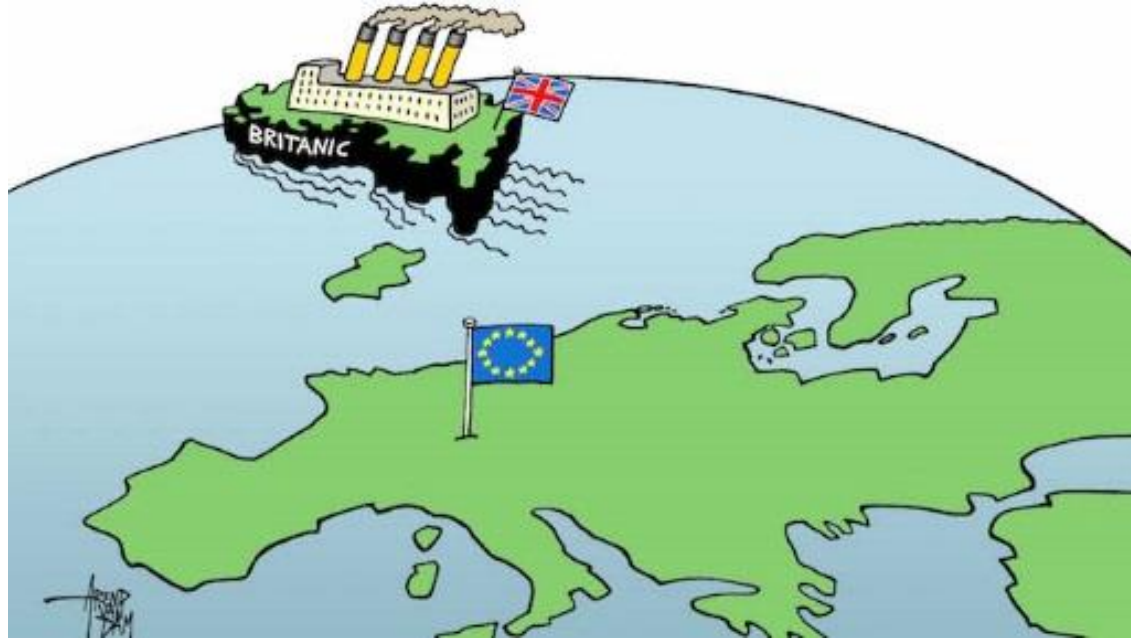
'money and minds... a nexus of common interest between various forms of contemporary capital and the contemporary state'

- Ball, 2012, *Global Education Inc.: New Policy Networks and the Neo-Liberal Imaginary*, London, Routledge, (p. 3).

BREXIT



Is Britain's **Brexit** Ireland's **Opportunity**?
Irish HEI's need to be **Imaginative**



Implications of **Hard** Brexit for the UK

- Potential Opportunities for Ireland

UK

1. Damage to UK-HEI Knowledge-based economy – and sector
2. HEI Staff: UK is a net recipients of EU student and academic/research staff.
3. Uncertainty for EU HEI Staff/Students in UK and cut-off of talent flow
4. Possibly no longer be a recipient of EU Research Funding
5. Big challenge:
Opportunities think in a strategic way, and to be multi-disciplinary, Re: Quality of students, quality of staff (global), coming more global performers.

Ireland

- Ireland as an English Speaking nation with full EU membership has a distinct advantage.
- Ireland as a Knowledge-Based economy with a highly educated and talented HEI work force
- the Irish HEI sector striving to be one of best in the EU and globally (R&D).
- Ireland can maximise on uncertainty created by BREXIT and attract more EU funding
- Irish HEIs to retain and attract talented staff; incentivising existing and potential research staff (including social benefits).

Opportunities and Challenges with Mobility

Opportunities

- Broader perspectives
- Increase skills and knowledge
- Wider experience
- Global awareness
- Increase networks
- Increase outreach/impact
- Research Centres (NERC-UK/
NSF-USA)

Challenges

- Gendered
- Security of tenure / viable career
- Casualisation of Researchers
- Capacity building loss to HEI
- Loss of knowledge/skills to HEI
- Loss of expertise/capacity to HEI
- Low morale within HEI

Challenges transformed into Opportunities

- Recapitalise the Irish HEI sector and invest in Research Staff

How?

- Stop hourly rates, casual contracts and precarity of employment conditions
- Offer research opportunities, more secure tenure, proper career structure
- Develop a researcher career framework akin to the academic one (share it!)

UCC – Researcher Staff Association (UCCRSA)

Advocacy Role

- **Researcher advocacy**
- **Development of national networks**
- **Develop international networks**
- **Committee representation**
- **Holiday entitlements**
- **Industry seminars**
- **Meet and greet events**

Areas of Concern

- Designation of post-docs as ‘trainees’
- Support for a diversity of career paths
- The impact of Brexit on Irish HEI Research Funding and Researchers
- Opportunities for senior research staff to acquire external funding

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