



“Make international researchers love you”

Opening

- **Opening** - *Ilse Schenk, Nuffic*
- **TU/e and Eindhoven as global actors**, by *Mr J.P. van Ham, vice-president of TU/e*
- **Looking in the mirror, some cultural insights** - *Willem van Hoorn, TU/e*
- **EURAXESS in the picture** – *Ilse Schenk, Nuffic*

Plenary opening session

Room: Auditorium

Room 11

Warm Welcome
Services

Room 12

Spouse Support &
Community
Building

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Career
Development
Services

Block I

Block I

Block I

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Block II

Block II

Block III

Block III

Block III

Plenary opening session

Room: Auditorium



Warm welcome services

Block I

Role of expat centre Eindhoven in warm welcome to international talent

Kris de Prins, Director Holland Expat Centre South

Holland Expat Center South is the one stop shop for internationals: we combine governmental services (municipal registration and residence permit) with commercial services (taxation, housing, banking, healthcare, etc) offered by our official partners. We help the newly arrived internationals (including family members) and their employers with up to date information. If you are new to the region and you have a question, the expat center is the place to go. If you are an employer and (want to) hire internationals, we are here for you! In this presentation, I will explain who, what, why and how.

Attracting the best and the brightest: International researchers on the Dutch university labour market

Dr Elizabeth Koier, researcher in science policy at Rathenau Instituut (which stimulates public and political opinion forming on social aspects of science and technology)

In many countries there is a fear of brain drain. In addition, universities feel a strong urge to become more international. They want to become more attractive for foreign researchers. We assembled statistics for the Netherlands on the balance between incoming and outgoing researchers. That does not fully answer the universities' questions though. How does the international academic labour market work? How and why do researchers decide to become mobile? What are the pull and push factors that determine the attractiveness of a university or country? And what could improve the attractiveness of the Netherlands? We will present the results of our research into these questions and discuss effective and less effective policies. Finally, we will make some policy recommendations for internationalisation policies at universities.

Welcome Services for Internationals @ VU

Mrs Wytske Siegersma & Femke van den Bosch, International officers, VU Amsterdam

Block II

Flash presentation on research into career trajectories of established researchers (after post-doc)

Dr Inge van der Weijden, Researcher and coordinator of the Career Policy & Paths in Science, CWTS

short overview of the findings as presented in her presentation in block I under career developments

A Warm Welcome of Internationals at the University of Groningen

Mrs Ynske Joustra, Coordinator HR Information Desk & HR Services for International Staff and Mrs Swaeske de Vries, coordinator immigration service desk, University of Groningen



Several departments and institutions are involved when new staff members are recruited from outside the Netherlands. To prevent newcomers from getting lost in paperwork and obscure procedures and to ensure that all the necessary formalities are dealt with a close collaboration between HR, Immigration Services and the Municipality has been set up. The three stages before arrival, upon arrival and after arrival of the internationals will be discussed.

Be welcome as you are

Margit van Tuijl & Anniek Mol, TINT

Good Practise from the Welcome centre coordinator of Université de Lausanne

by Marcelina Klaus Gaillard

Block III

External Chinese PhDs in the Netherlands – Success Stories

Ms Tung Tung Chan, intern at research institute CWTS in the working group on Scientist Career Studies

External PhDs are those who are not employed by the university and may be self-funded or funded through scholarships – usually by foreign governments, funding agencies, or employers. In the Netherlands, external doctoral holders make up almost 50% of the doctoral population, with Chinese being the largest group of external foreign PhDs from outside of Europe. Given their substantial contribution to the Dutch knowledge economy, understanding their doctoral experiences will be useful for the recruitment, induction, as well as career development of Chinese academics in Dutch universities. This presentation will highlight relevant findings from the qualitative study on the doctoral journey of doctoral candidates funded by the Chinese Scholarship Council (CSC) in various disciplines through 11 narrative interviews. The institutional perspective of the topic will be presented in the welcoming services, the individual perspective will be presented in career development.

Good practise in welcoming international talent

Karin Quanten, HR Officer Maastricht University

Our experience with career development services',

Anethe Mansen, Karolinska Institutet Sweden

Short overview of the presentation she held during career development block I

Hospitality services Utrecht University

Margo Pruiksma, hospitality officer at Utrecht University

“A walk through of the welcome services to international researchers and staff as provided by University Utrecht, with the focus on hospitality related matters.”



Spouse support & Community building

Block I

Dual career needs and efforts in perspective

Dr Julie Sainz, Policy Officer, European Commission, DG EAC.C2, Marie Skłodowska-Curie Actions

A presentation representing both the policy and needs for dual career as identified by the European Commission and other reports, and an overview of many initiatives in Europe on this topic.

Awardwinning social inclusion programme for spouses in Eindhoven, "Get in Touch"

Mrs Carola Eijssenring, Director Indigo-Wereld

'Get in Touch with people & places in Eindhoven' is the full name of this social support program of Indigo-Wereld. In warm partnership with the TU/e I've been creating and conducting this program for international spouses for 8 years now. It consists of weekly meetings, trips, tours, workshops, celebrations and events. International spouses could jump in and out and back again any time, to get to know their new home town, build up a new social network, and create a new anchor for setting up again a meaningful life. In summary: the program helps the spouses by energizing, socializing and empowering on various levels.

Spouses tell you their story

by Megha Vaidya, Swapnali Chaudhary and Gabriela Castillo León, spouses attached to the programme of Carola Eijssenring

Good Practise KU Leuven

Veronique Meert & Nicole Wedell-von Leupoldt

At KU Leuven, Veronique and Nicole just ran the first traveling spouses programme with focus on career development for partners of arriving international faculty members. They will share their experiences regarding that programme.

Block II

Flash presentation on the researchers market in the Netherlands

Dr Elizabeth Koier, researcher in science policy at Rathenau Instituut (which stimulates public and political opinion forming on social aspects of science and technology)

Short overview of the presentation given in Block I under Warm Welcome Services

Sports programme and social inclusion at sports facilities TU/e

Susan Lambriks & Lara Hofstra - Student Sport Centre TU/e



Healthcare for internationals: needs and solutions

Mr Dirk Jan Frijling van Healthcare for internationals (www.H4i.nl)

Research has shown that a large number of internationals living in the Netherlands, don't feel at home in Dutch healthcare. Less than a third trust Dutch physicians, while over 40% don't believe that their medical issues will be properly diagnosed and treated. Dutch healthcare prides itself to be amongst the best in the world. So why this gap?

The healthcare providers that founded Healthcare for internationals (H4i) invited the international community to work with them in an effort to 'close the gap' between Dutch healthcare and the needs and expectations of internationals. We'll present this nationwide effort and zoom in on the solutions implemented in Eindhoven.

Midwifery Practice Eindhoven: childbirth in the Netherlands

Mw Nikki Thoone, midwife

Giving birth in a strange country and medical system, how do we make you feel at home?

Block III

The living in Program or how to retain talent for the Brainport Eindhoven region

Mr Ed Heerschap, Living In Coordinator for the City of Eindhoven

The City of Eindhoven sees the value of diversity and international talent. That is why we invest in being more inclusive and welcoming for that talent. We need to start from the needs of internationals and drive change together with our new fellow inhabitants. When we work together on this, we will improve our living climate and retain talent. On top of this, we will create ambassadors and we will be more attractive for new talent to arrive, settle in and stay.

The Living In program focusses on this strategy and we ask everyone in the ecosystem to work together.

Parktheater International Program

Mr Sebastián Perez Prat

The Parktheater has set up programs involving the international community.

Expat spouse initiative

Mrs Kavitha Varathan founder and director of ESI



Career development

Block I

Research into career trajectories of established researchers (after post-doc)

Dr Inge van der Weijden, Researcher and coordinator of the Career Policy & Paths in Science, CWTS

7 reasons to love career services',

Mrs Anethe Mansen, Karolinska Institutet Sweden

In this presentation, you will learn how the Career Service office at Karolinska Institutet (KI) in Stockholm, Sweden has strengthened professional career development seminars, courses and workshops for doctoral students, postdocs, and early-career scientists during the last 10 years. The career activities aim at supporting career paths both inside and outside academia. The presenter will share her knowledge on how to start and develop successful internship programs for researchers.

Defining Junior Researchers and challenges they face

Emanuele Storti, Eurodoc

In the current European research system, Junior Researchers are confronted with several challenges, among which precariousness, unattractive working conditions, insufficient career development support, lack of acceptance of non-standard career paths and barriers to mobility. While there are already some measures put in place by governments and research institutions, many of them are still causing serious problems and repeatedly discourage talented Junior Researchers to pursue a research career

Block II

TU Graz career model, with focus on young scientific women

Mrs Heidi Moertl, Graz University

Presentation on the career development support TU Graz provides. The focus will go towards how TU Graz focusses on women and their career development, in order to help the move forward and to be an attractive employer for women. For example TU Graz has special professorships for women, career trainings, scholarships and special support services for women.

PostdocNL presents itself

Mr. Eelco Lens, PostdocNL



External Chinese PhDs in the Netherlands – Success Stories

Ms Tung Tung Chan, intern at research institute CWTS in the working group on Scientist Career Studies

External PhDs are those who are not employed by the university and may be self-funded or funded through scholarships – usually by foreign governments, funding agencies, or employers. In the Netherlands, external doctoral holders make up almost 50% of the doctoral population, with Chinese being the largest group of external foreign PhDs from outside of Europe. Given their substantial contribution to the Dutch knowledge economy, understanding their doctoral experiences will be useful for the recruitment, induction, as well as career development of Chinese academics in Dutch universities. This presentation will highlight relevant findings from the qualitative study on the adoctoral journey of doctoral candidates funded by the Chinese Scholarship Council (CSC) in various disciplines through 11 narrative interviews. The institutional perspective of the topic will be presented in the welcoming services, the individual perspective will be presented in career development.

EURAXESS Career Development Tools

Mrs Ilse Schenk, EURAXESS NL coordinator and policy advisor on mobility obstacles Nuffic

EURAXESS is active on producing materials useful for career development services. Ilse Schenk will provide you with an overview of what is happening. (www.euraxess.nl)

Block III

PhD holders and their careers

Dr Cathelijn Waaijer, who wrote a PhD paper on careers of PhD holders (CWTS).

Which grass is greener? On PhD holders and their intersectoral mobility

*Dr Marian Thunnissen, Lector Dynamic Talentinterventions, Fontys University of Applied Science
<https://fontys.nl/dynamischetaalentinterventies>*

Which grass is greener?

Two third of the people receiving a PhD in the Netherlands will not be able to find work at a university in the Netherlands or abroad. These PhDs will go on to find work in a non-academic setting. Until recently, there has been little known about this group. What are the needs and characteristics of those PhD's who work outside academia, what makes them attractive for non-academic employers, what skills are required and appreciated outside academia? A study conducted by Van der Heijden, Teelken, De Gelder and Thunnissen shows that it is not all doom outside academia; the grass outside of academia can be just as green as that on the inside (see bit.ly/groenergras). In this workshop Marian Thunnissen will present the most crucial findings and discuss which you how your university can support academics in their transition to a non-academic job.

Family support and career guidance of scientists at Institut Pasteur

Nathalie Court-Lecuyer, Hajar Guedira, Institut Pasteur, France



Practical information

Internet connection:

Eduroam : If you have an Eduroam account, that should work at TU/e.

Wifi connection: **Wifi network: TUE-guest**

No password required, just check the checkbox on the next page. (access expires automatically after 4 hours, after which you can just hook-up again in the same manner as before)

Twitter hashtag

If you want to share your thoughts or impressions about today, feel free to do so.

Please use today's hashtag **#EurTue18**

WhatsApp group

We have some positive experiences with a dedicated WhatsApp group surrounding seminars. From very practical things like traveling together and meeting for dinner, to more general exchange of ideas. A group like that might make for a nice little 'team building platform'.

If you are interested in taking part in a dedicated WhatsApp group around this seminar, please send us a WhatsApp message on +31 6 25 02 19 78.

Evaluation

You will receive an evaluationform in your inbox. Please provide us with your input, as to help us improve our organisation around future events.