ALLEA symposium

‘Global State of Young Scientists’

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Member Global Young Academy
Member RSE Young Academy of Scotland
Who we are

• An academy of 200 early career researchers (meaning roughly within 10 years of PhD) representing all major regions around the world

• Selection criteria:
  – Research excellence
  – Commitment to service/outreach
What we do

• Give YS a voice
• Support YS in career development and independence
• Promote interdisciplinary, international and intergenerational dialogue on scientific issues
• Build science capacity in the developing world
• Support initiatives to promote science education and science-policy integration

S African Minister of Science and Technology, Naledi Pandor addresses the GYA GA 2012
Objectives of the GloSYS Precursor Study

The “Global State of Young Scientists” (GloSYS) project aimed to provide a single ‘snap-shot’ of the state of young scholars globally that can be used to identify global trends, challenges and models for improvement of the situation of young scholars everywhere, and across disciplinary areas.

GloSYS aims were to:

- Gain novel insights into and a profound understanding of under-researched parts of the world;
- Contribute to the existing knowledge base;
- Give a voice to young scholars themselves about their most urgent concerns.
The Global State of Young Scientists

- Literature Collection & Assessment
- Interviews (n=45)
- Online Survey (n=650)
- GloSYS Project Report

Global Young Academy
The voice of young scientists around the world
Overview of key findings

The following aspects were globally addressed as challenges for today’s generation of early career scholars:

- **Mentoring and Support Structures**: Lack of mentoring and adequate programs for career development

- **Education and Training**: Lack of resources and appropriate preparation for different aspects of the academic work

- **Transparency and Fairness**: Career prospects and expectations

- **Work-Life-Balance**: Workload
## Support structure: Mentoring and support

<table>
<thead>
<tr>
<th>Regions</th>
<th>Statistics</th>
<th>Lack of mentoring</th>
<th>Lack of support from superiors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Africa</td>
<td>Mean</td>
<td>45.31%</td>
<td>45.31%</td>
</tr>
<tr>
<td>Asia</td>
<td>Mean</td>
<td>40.00%</td>
<td>45.00%</td>
</tr>
<tr>
<td>Europe</td>
<td>Mean</td>
<td>52.78%</td>
<td>58.33%</td>
</tr>
<tr>
<td>MENA</td>
<td>Mean</td>
<td>26.92%</td>
<td>36.54%</td>
</tr>
<tr>
<td>Americas</td>
<td>Mean</td>
<td>29.63%</td>
<td>40.74%</td>
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“I think it's important to have a role model, to have a mentor who you actually can approach with questions. I didn’t really have and don’t really have this. I think you need, and I'm trying to do that [for my mentees], a lot of encouragement to pursue that kind of career. I'm much more approachable on all these different things than my professors were when I studied, and I feel much more supportive in different areas because I think that’s important and it’s part of the responsibility aspect.”

(Assistant Professor, Humanities, Germany)
The academic profession

• Diversification
• Specialisation
• Mobility
• Transparency
• Attractiveness
Cultural differences

Obstacles:

• **Job insecurity** (83% European respondents). Not rated as high as an issue in other regions.

• **Interpersonal and social situations** (mentoring and support from superiors barriers common to Europeans)

• **Political insecurity** (MENA respondents)

• **Resources** (Asia and MENA)
## Recommendations

1. Address the lack of resources,

2. Develop a nurturing culture aimed at providing better and more appropriate mentoring and supervision at all levels of early career,

3. Provide means by which scholars and researchers can achieve a better work-life balance.

4. Value all aspects of the academic profession.

5. Ensure academic freedom, and reverse the tendency for increasingly targeted funding programs.

6. Encourage and perform further studies on young scholars throughout the world so that institutions can learn from the best practices in other regions while accounting for various research systems.
Thank you
www.globalyoungacademy.net

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