A Guide to International Visiting and Sabbatical Positions

Liza Castro Christiansen, U. of Reading
Elaine Farndale, Pennsylvania State U.
Christina Sue-Chan, City U. of Hong Kong

Our Sponsor

EMERALD/ JOURNAL OF GLOBAL MOBILITY
www.emeraldinsight.com/journal/jgm
Workshop Format

- Difficulties of finding suitable sabbatical, teaching, or visiting, post-doc positions overseas
- Focus on what opportunities there are, how to apply for them, and what to do whilst there
- Presentations from academics from Europe, Asia, and the Middle East
- Roundtable discussions

Presenters

- Brian Boyd, City U. of Hong Kong (bkboyd@cityu.edu.hk)
- Pawan Budhwar, Aston U., UK (p.s.budhwar@aston.ac.uk)
- Bård Kuvaas, BI Norwegian Business School (bard.kuvaas@bi.no)
- Scott Martin, Zayed U., UAE (scott.martin@zu.ac.ae)
- Yongrui Li, Beijing Normal U., China (liyongrui@bnu.edu.cn)
Planning for An Overseas Sabbatical

**Identifying Goals**

- Networking
- Broadened teaching expertise and portfolio
- ‘Rent before buy’ model for long-term overseas position
- Data collection
- Collaborate with current or new coauthors
- Personal travel
- Consume leisure
- Duration (one or two weeks to a year or more)

**Considerations**

- Identify your ‘unique value proposition’ for host
- Adaptation to new culture
- Steep learning curve
- Bureaucracy
- Conference and travel support
- Implications of premature contract termination
- Local infrastructure needs (housing, transportation, medical insurance)
- Domestic infrastructure needs (home, pets, family)
# Types of Positions

<table>
<thead>
<tr>
<th>Position Type</th>
<th>Host</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Semester-long Unpaid</td>
<td>May or may not be easy to arrange. Strong competition for desirable spots and locations.</td>
<td>Personal connection is often critical. Easy to get lost without any official responsibilities.</td>
</tr>
<tr>
<td>Partner arrangements with home institution</td>
<td>Often an easier solution, given formal arrangement between the two schools.</td>
<td></td>
</tr>
</tbody>
</table>
Own Perspectives

- What an academic sabbatical looks like?
- Why take one?
- When to take one?
- Dos and don’ts while taking a sabbatical
- What all can you do?

What Did I Do?

- 2014 – one full year
- Projects
- Teaching assignments
- Keynotes
- Accepted editorial responsibilities
- Voluntary activities
- Non-academic things
Reflections

- What else I should have done?
- Advice to
  - Candidates
  - Decision makers

Bård Kuvaas
Professor and Ass. Dean for the Doctoral Program
Department of Leadership and Organizational Behavior
Why you should visit BI

• One of the biggest business schools in Europe with more than 20,000 students
• Among the few business schools in the world with triple accreditation
• Number 38 on FT ranking of business schools in Europe (CBS is #45)
  • but stronger on research output than other measures
• Eight research departments with 419 faculty members from 39 countries

Why you should visit BI cont.

• An explicit international strategy to increase the number and proportion of international faculty
  • through permanent and temporary full-time positions
  • and through part-time and visiting, guest lecturing arrangements
• An international visiting faculty program for short-term visits (1-4 weeks)
• A mid-term visiting program (1-12 months)
Why you should visit Oslo

• Norway is ranked as #1 on United Nation’s Human Development Index – HDI for 2014
  • but alcohol is a bit expensive 😊
• Oslo is close to all major European cities
• Four seasons, beautiful nature, and a number of leisure activities close to the “big” cities
• Work-life balance is valued and possible
• Read more about Norway at: http://www.visitoslo.com.

A Guide to International Visiting and Sabbatical Positions

Scott Martin
Zayed University
**General Comments**

- We often rely on visiting faculty for teaching, but do not have formal process for research sabbaticals.
- The UAE is a popular travel destination (culture, growth, beaches, desert).
- Summer is not a good time to visit (too hot and rather quiet).

**Teaching Opportunities**

- Teach core courses in undergraduate or MBA programs (do not have PhD programs).
- Provide seminars and coaching to faculty on advanced quantitative methods.
Research Opportunities

- Management Research: Gulf countries tend to have distinct cultural characteristics
- Learning Research: Educational systems are generally in “developing” phase

Academic Opportunities in China

Yongrui Li
Beijing Normal University, China
AOM 2015, Vancouver
Year 2014

- 2246 four-year universities (444 private)
- 6.998 million enrolled, 6.387 million graduated, 24.681 million enrollment
- two-semester system (March-July; Sept. to Jan.)
- Summer school
- Lecturer, associate professor, professor (four grades)
- Qualification: Ph.D and publication

Teaching load and conditions

- Averagely: 8-10 teaching hours/week for lecturer; 6-8 for associate, 4-6 professor
- 15 teaching weeks/semester
- About 40 students/class
- Mainly (80%) lectures for UG and 60% for PG and typical US format for Ph.Ds.
- Supervision of PG theses is required.
- TA is available for big class (>60)
Financial Issues

• huge differences among geographical regions in terms of pay level and structure.
• Ranged from USD 200,000 (Shanghai CEIBS) to USD 15,000 annually
• USD 15,000 for lecturer in Beijing, but for professor in Jiangxi, Anhui, Xinjiang
• Food: USD 150/month, Rental USD 700/month

Types of work and visiting opportunities

• Full time contract for three years (at least four month physically present per year)
• Sessional for a semester or two
• Visiting scholar and professor
• Long or short term adjunct
• Summer school (first three-week of July)
• Networking!
Your Choice

• Huge demand for international scholars
• Fields: Business, education, I/O psychology
• Teaching in English
• Geographical location
• With good-looking CV (publication, employer)

Q&A

chinajms@126.com