

**ICURD research
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title of project	More than money: High-skilled labor mobility
main research goal	This work represents a first attempt to value the main social and economic factors that determine research immigration,
main research question	First, what influence does familial and social framework have on high-skilled migratory patterns? Second, can the structure of high-skilled labor mobility be explained by specific variables?
main research methods	Analysis of ISI Highly Cited database; construction of source-destination matrix; face-to-face interviews with American, Asian and European star scientists.
main results (description of projects and findings)	<p>The main findings include that for European scientists, the financial support or willingness of the parents was very important to take their <i>studiorum path</i> abroad. In contrast to that, for the American scientists this same factor had no relevance, since in the U.S. exists an advanced scholarship system, excellent universities and research structures (private and public). It was even found out that for all star scientists the universities' excellence was crucial: in this way, was highlighted that this factor represents a source of attraction for the choice of migration or not migration. Also the professional satisfaction has been considered as relevant variable from all interviewed. At last, the variable place and lifestyle of the state of California was considered relevant from the non-movers and expatriates for their workplace and residence.</p> <p>Based on a database of 750 star scientists, a Source-Destination Matrix was constructed, which learned which cities around the world "generate" star scientists and which cities have capacities to attract them. New York (NY) is the city, which generates the most star scientists (42 individuals), followed by London with 20 and Chicago (IL) and Tokyo with 11 star scientists. The most attractive city is again New York (NY) with 12 high-skilled brains. London and Tokyo follow again with 11 star scientists, whereas the cities Cambridge (MA), Chicago (IL) and Oxford attracted 10 of them.</p> <p>At last the exchange ratio, a quotient between immigrants and emigrants, was calculated to identify if the mobility quotient in each city is actually greater than or less than one: the cities that are suffering of the "brain drain" (which means an exchange ratio less than one) are New York, Chicago, Cleveland (OH), Washington (DC) and Tel Aviv. In contrast to that, Kyoto and Zurich are the only cities where a pure "brain gain" is noticeable, since the inflows are positive, whereas there is no outflow of star scientists.</p> <p>The only city, where a "brain exchange" could be found is Tokyo, since the number of in and outflows are equal.</p>
key words	International high-skilled labor mobility, human capital, star scientists