

8 January 2014

UNIVERSITY OF  
Southampton



Equality Challenge Unit

Dear colleague

Equality Challenge Unit and University of Southampton are conducting a study exploring the factors that influence UK/British academics moving overseas to pursue their careers.

We are writing to ask whether you would be able to disseminate our survey to academic staff at your institution and encourage them to participate. The survey is open to all academics with British nationality or citizenship (both currently in the UK and overseas) and we want to get as many responses as possible.

Previous research has indicated that differences in the structures, cultures and processes in higher education in different countries may encourage some individuals to move overseas. This project hopes to establish what can be done to retain academics in the UK. This important piece of research will contribute to policy-making in higher education institutions HEIs, particularly in relation to the inclusion and progression of minority ethnic academics at all levels in HEIs.

Using the results of the survey, our project aims to:

- = understand to what extent UK/British academics consider moving to work in higher education overseas and determine if there is a difference by ethnicity
- = understand the reasons (both push and pull factors) that contribute to their actual or potential migration to overseas HEIs and whether these factors vary by ethnicity
- = establish what UK HEIs can do to retain minority ethnic academics, and attract back those who have left

Advancing equality and diversity  
in universities and colleges

We will be disseminating the results and recommendations from the project throughout 2014, and organising related events which you will be welcome to attend.

The survey is open until **Friday 28 February** to all academics with British nationality or citizenship (both currently in the UK and overseas) and can be accessed through this link: [www.isurvey.soton.ac.uk/9599](http://www.isurvey.soton.ac.uk/9599).

Please do not hesitate to contact me if you have any questions.

Yours sincerely



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