Joint written evidence submitted by
1,640 UK-based Early Career Researchers (LEA0104)

Summary
- EU-backed funding schemes, free movement of researchers, and international R&D investment attract many young scientists to establish their careers in the UK
- Leaving the EU therefore poses significant risks for the UK’s ability to retain and attract leading early career researchers
- We outline some key benefits of EU membership for early career researchers, and call on the UK government to protect or replace these upon leaving the EU

1. We are 1,640 early career researchers, currently working in UK universities. All of us have completed our PhDs within the past decade. We are now working towards establishing ourselves as the next generation of scientific leaders. As such, we represent the future of UK research in science, technology, engineering and mathematics (STEM). We hope that in building our careers in the UK, we will maintain the UK’s leading position in cutting-edge scientific research, and that the UK government will support us in doing so.

2. The early career stage in STEM is a critical period where support is needed to ensure long-term success. If the prospects of early career researchers in the UK are damaged, this will have major long-term consequences for the success of STEM in the UK as a whole. There is a real and imminent threat that early career researchers may leave and establish themselves in competitive research environments elsewhere, such as in the EU, America or Asia.

3. The UK is currently one of the most attractive countries in which to establish a scientific career. It hosts a disproportionate number of world-leading universities and offers competitive funding opportunities from governmental and non-governmental sources. Freedom of movement has enabled us to draw on a talented pool of students and skilled researchers from across Europe and beyond, facilitating the international collaborations that increasingly account for high impact science.

4. Three key aspects of the UK’s international STEM competitiveness are: access to European Union funding, the free movement of European researchers, and the critically important opportunities afforded by the investment of major international companies in UK R&D. We were therefore deeply disappointed by the UK vote to leave the EU. Uncertainty in the period after the referendum causes significant concern for the future of science in the UK. We believe it is crucial that the government acts now to ensure that the UK remains outward-facing to attract and retain early career researchers from home and abroad and to foster collaboration with EU scientists.

5. In particular, several features of EU membership are attractive to early career researchers (see points a-c below). These are now at risk.

   a. ERC Starting Grants. Early career researchers benefit immensely from the opportunities provided by European Research Council Starting Grants. These offer funding of €1.5 million over 5 years to scientists at the beginning of their careers (2-7 years post-PhD). This generous and sustained support frees young scientists to build their own labs and make scientific breakthroughs without the immediate need to apply for additional funding. Being directly targeted at individuals, it provides much-needed independent funding early in one’s career. It attracts applications from leading young scientists worldwide to come to the UK. We currently lead the way in securing such grants: in 2007-14, UK-based researchers received 574 of all 2707 awarded grants (21%).

   b. Marie Skłodowska-Curie Fellowships. These fellowships, funded by the European Commission, target the movement of researchers across countries (either within the
EU, or from worldwide into the EU). They offer funding for 2-3 years, supporting postdoctoral researchers early in their career. They provide an essential mechanism for UK-based researchers to develop their scientific skills abroad, as well as for UK universities to attract international talent from the rest of the world. Between 2007-14, the UK again led the way: its institutions secured the most funding (€1086.4 million), it had the most individuals funded (1297 British researchers), and had the greatest influx of scientists to its institutions (6132 researchers).

c. **Free movement of researchers and graduate students.** Cutting edge science requires talent drawn from a wide pool and the vast majority of leading UK laboratories are international in nature. Approximately a third of all UK-based scientists come from abroad, and our leading universities attract the most talented graduate students and postdoctoral researchers from across the globe. A survey by *Nature* of 2,300 scientists worldwide found 55% of researchers would consider relocating to the UK, second only to the United States. Yet more than 50% of all respondents also considered potential challenges with obtaining a work visa would be a ‘somewhat significant’ or ‘very significant’ barrier to relocation. Early career researchers must be able to recruit the best talent from across the globe. This significantly enhances the scope of the scientific challenges that can be successfully tackled. The administrative burden, and its associated delays, in recruiting talented colleagues to work in our teams, must be minimised to ensure that our competitiveness is maximised. Uncertainty concerning the immigration status of EU scientists and new recruits is already risking the growth of our labs in their most fragile period. It is crucial that the government clarifies its intentions with respect to the free movement of skilled researchers as soon as possible.

6. **We call on the UK government to ensure that the benefits of EU membership are retained, long-term, for early-career UK-based researchers post-Brexit.** In the event that access to funding and freedom of movement for highly skilled researchers cannot be successfully renegotiated, we call for their replacement with equivalent or superior UK government-backed schemes.
7. **Signatories of this joint submission were invited to provide a personal statement, to directly express their views to the committee. A full list of this testimony is given in Appendix C. We give a selection of responses from early career researchers below.**

a. "UK science is the best in the world, on objective measurements of scientific impact per pound spent. This scientific excellence, one of the greatest contemporary achievements of the UK, is entirely reliant on our ability to attract the best scientists from around the world and especially from the highly trained European workforce. It also rests heavily on investment coming in from the EU. Brexit, through its potential to reduce freedom of movement of scientists and cut off investment from the EU, threatens to do great damage to UK science and the UK's global lead in this area." **Dr Adrian Biddle, Lecturer, Cancer Biology, Queen Mary University of London**

b. "Lack of stability in research is already a big issue. I think Brexit make this even harder to accept. Therefore I think many researchers will simply make the decision to leave the UK and work in countries where their achievements are appreciated and the conditions of life more stable." **Dr Zuzanna Michalak, Postdoctoral Research Associate, Clinical & Experimental Epilepsy and Neuropathology, Institute of Neurology, University College London**

c. "I am a British citizen and work in a lab with many EU researchers. Our work is greatly enhanced by their presence in the UK: it would be difficult or impossible to fill these specialist jobs without them." **Dr Rachel James, Research Fellow, Environmental Change Institute, University of Oxford**

d. "I am a US citizen and, with a Tier 1 Exceptional Talent Visa, moved this spring to begin a Lecturer position in the UK. The accessibility of EU science funding, ease of and excellent support for European collaborations, and the ability to recruit PhD and Postdoctoral scientists from across Europe were major advantages in my decision to move here. The importance of these items in recruiting scientists from abroad cannot be underestimated and, if not maintained, I fear that the UK will lose many talented scientists as well as its status on the international research stage. Strong action is needed to retain or replace these benefits." **Dr Twila Moon, Lecturer in Cryospheric Sciences, Geographical Sciences, University of Bristol**

e. "Access to European funding is critical to me as an early career researcher. RCUK only have a limited number of fellowships and funding available; securing funding is already under intense competition. The European funding represents a valuable source of funding, and I have already benefited from a Marie Skłodowska-Curie fellowship that enabled me to move to the UK from Australia. Furthermore, free movement within the EU is vital to attracting the best researchers to the UK and allows us to be a world leader centre for science. I fear that losing this freedom will seriously curtail the ability of labs to recruit the best researchers." **Dr Laura Kelley, Research Fellow, Animal Behaviour and Ecology, University of Cambridge**

f. "Since 2013 I have been building up a research team focusing on blood cancer. I have already recruited 5 talented researchers (students and post-doctoral) to my team. The importance of free movement of researchers is evidenced by the fact that 4 of them come from other EU countries (Spain, France, Italy and Greece)." **Dr Gudmundur**
Joint written evidence submitted by
1,640 UK-based Early Career Researchers (LEA0104)

Vignir Helgason, Leadership Fellow, Wolfson Wohl Cancer Research Centre, University of Glasgow

g. "Whatever will replace the science funding that was received from the EU, I wish to emphasise the importance of funding ‘blue-sky’ research, in which the EU was much better at doing than the EPSRC. Research funding has to be wide and open and not necessarily fixed to direct application." Dr Alastair Lennox, Postdoctoral research assistant, Chemistry, University of Bristol

h. "Without access to EU funding and collaboration, UK science will suffer both in terms of finances and attracting the best researchers. The consequences for UK science will be dire. In my career so far, I have raised over £2.5M in science funding from the EU. This money will be spend in the UK, paying salaries, buying equipment and conducting cutting-edge science. If the UK has no access to the EU, and its freedom of movement for academics, then the UK becomes less attractive for science. I am already considering leaving for the EU, taking my funding with me." Dr Philip Pogge von Strandmann, Senior Lecturer, Earth Sciences, University College London

i. "Progress is achieved by working together. Despite the popular image science isn't advanced by lone geniuses; science is inherently and deeply collaborative. You cannot stand on the shoulders of giants if you stand alone." Dr Lennart Verhagen, Marie Curie research fellow, Experimental Psychology, University of Oxford

j. "My lab's work seeks to improve treatment outcomes for Anxiety Disorders and Depression - the most common (and costly) mental health problems in the UK. I am a British citizen, trained at the University of Cambridge, but I spent my post-doctoral years in the USA working at the National Institutes of Health. I was delighted to be recruited back to the UK 3 years ago to set up my lab with funding from the Medical Research Council. The work of my lab over this time would not have been possible without exceptionally talented researchers from Germany, Ireland, Sweden, Greece, USA and UK. In light of the referendum, my partner and I (a scientific researcher and an immigrant to this country) are exploring opportunities outside of the UK to avoid what we perceive as a hostile environment towards scientific research and international researchers." Dr Oliver Robinson, Senior Research Associate, Institute of Cognitive Neuroscience, UCL

k. "I have come to the UK from Germany (9 years ago) and have stayed ever since to establish my scientific career because I have found that, within the EU, the UK provides the most inspiring and thriving scientific environment in my area of research. It is currently very uncertain how this might change as a result of Brexit. I urge the government to take the necessary actions to ensure that early career researchers can continue to work in such an environment." Dr Miriam Klein-Flugge, Postdoctoral Fellow, Experimental Psychology, Oxford

l. "I came to the UK in 1999 for postgraduate studies, following undergraduate studies in Greece and Italy (Erasmus programme) and I have since raised about 2 million Euros in research funds from EU sources, including an ERC Starting Grant. I feel part of 'generation EU'; educated and trained across different countries in the EU and thus bringing to the UK these contacts, the culture and the expertise, and of course the
Joint written evidence submitted by
1,640 UK-based Early Career Researchers (LEA0104)

funding. My lab includes 7 EU nationals, junior researchers." Dr Aikaterini Fotopoulou, Reader, Clinical, Educational and Health Psychology, UCL

m. "How can we compete with EU institutions without EU funding? There is reduced need for others to work in the UK or collaborate with us. How can we attract the best talent without being able to offer access to EU funding? We've worked so hard to collaborate to make global advancements and Brexit will change this for good." Dr Charlotte Harden, Lecturer, Oncology, University of Sheffield

n. "I am a UK citizen who benefitted from freedom of movement within the EU by working as a postdoctoral researcher for 2 years in the Netherlands and 3 years in France. Working at top institutes in these countries gave me invaluable experience that helped me gain my academic position in the UK. The first postdoctoral researcher I employed on my first grant came from France. The skills and experience he brought to my group have also benefitted my British PhD students as they have learnt from him. There were no employable British applicants for that position, showing the crucial need for mobility in science today." Dr Rhoda Hawkins, Lecturer, Physics & Astronomy, University of Sheffield

o. "I am currently a holder of an ERC starting grant (MotMotLearn: 637488; 2015-2020) and so have directly benefited from European research funding. This has not only enabled me to secure a permanent academic position in the UK but also provided funding for a thriving research laboratory which includes 2 PhD students and 3 postdoctoral fellows. The decision to leave the EU has put this all at risk. The uncertainty regarding the status of my grant has not only affected me but also my research team, 2 of which are from EU countries. Considering my long-term goal is to apply for the ERC consolidator grant, I am now strongly considering moving my laboratory (and grant money) to an EU-based University. Sadly, I know of many other UK-based ERC grant holders (who combined hold £10s of millions of grant money) are also considering a similar move to mainland Europe. To prevent this 'brain drain' it is imperative that remaining part of the European research funding environment is a fundamental component for any Brexit agreement." Dr Joseph Galea, Senior Lecturer, Psychology, University of Birmingham

p. "I am deeply concerned about the future of UK science and access to European funding for early career researchers in the UK following Brexit. I believe that it will lead to restrictions in mobility within the European Union hindering fruitful and important scientific collaboration beyond the UK borders and the ability to attract the most talented young researchers. I therefore hope that the UK parliament will put all their efforts into ensuring that the Brexit does not cause a downfall of the science sector. This will be important in maintaining the country's economic strength and keeping UK science competitive not just in Europe but also globally." Dr Kathrin Scherer, Light Microscopy Officer, MRC Laboratory for Molecular Cell Biology, University College London

q. "I already know of colleagues directly affected by Brexit as European partners lack confidence in pursuing grant applications with UK based research scientists. In addition, the sense of xenophobia has made many colleagues feel unwelcome here. This is damaging to UK science as a whole and undoubtedly detrimental to the wider
Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)

"Participation in EU programmes is absolutely vital for UK research, which is one of our most successful exports. Not only does around 20% of all university research income come from the EU, but the framework that allows easy and flexible international collaborations is vital. Simply replacing any lost funding will not be enough. The UK must remain fully committed to EU research programmes." **Dr Rob Thornton, Lecturer in Mechanics of Materials, Engineering, University of Leicester**

"High impact science is carried out in collaboration, not in isolation." **Dr Aaron Hess, Research Fellow, Radcliff Department of Medicine, University of Oxford**

8. Supporting statements were also provided from many senior scientists, stressing the importance of early career researchers for UK science. Again, a full list of this testimony is given below, in Appendix D. We provide a selection of responses below.

a. "I fully support this joint submission to government from early career researchers. Attracting and retaining the best early career researchers is essential to continuing the academic excellence of UK science. Our departure from the EU puts this at risk. Many young researchers depend upon EU fellowships and grants, and this attracts much international talent to the UK. Science is an international endeavour, depending heavily upon the free movement of researchers across borders. For instance, at The Francis Crick Institute, 56% of postdoctoral researchers come from within the EU. We need to work with government to maintain funding for young scientists at the beginning of their careers, and ensure that the best international talent isn’t deterred from moving to the UK." **Sir Paul Nurse, FRS, Nobel Laureate in Physiology and Medicine (2001), Former President of the Royal Society, Director, Francis Crick Institute**

b. “The UK excels at creating the next generation of scientific leaders. This depends on the free movement of talented researchers across borders to train and work at top institutions. Funding from the EU has also been critical in giving early career scientists such mobility at a postdoctoral level, and the stability and financial security to tackle important scientific questions as research group leaders. Our departure from the EU puts this at risk. We need to work together to ensure we can continue to train the most talented individuals to tackle the most important scientific questions facing our world together, and maintain the UK’s position in science as a world leader.” **Professor Geraint Rees, FMedSci, Dean, Faculty of Life Sciences, University College London**

c. "Research to develop the next generation of advanced nuclear fission and fusion energy power reactors requires international collaboration, as the problem is too large to be addressed by individual nation states. European national projects for Gen IV nuclear power are coordinated by the European Energy Research Alliance Joint Programme on Nuclear Materials (one of 17 such programmes on sustainable energy), and wider international efforts on advanced nuclear fission are connected by the Gen IV International Forum. The UK has much to contribute to this, and to date the collaboration has been facilitated though the European Commission. This research requires the best scientists and engineers, and effective collaborations cannot take place without the free movement of young scientists and engineers.” **Professor**
Joint written evidence submitted by
1,640 UK-based Early Career Researchers (LEA0104)

Thomas James Marrow, James Martin Chair in Energy Materials, Materials, University of Oxford

d. "As the head of a department currently ranked #3 in the world, my first priority is to recruit and retain outstanding academic staff. This necessitates attracting the best researchers internationally, with a particular focus on those at the early career stage. Now more than ever it is vital that the UK ensures that it remains one of the most attractive countries in the world for research, so I urge the Government to listen to the views of early career researchers, whose fresh ideas are the key to a successful future.” Professor Peter D. Haynes, Head of Department, Materials, Imperial College London

e. "I am President of the Federation of European Neuroscience Societies which has 24000 members from across Europe and >2000 in the UK. Neuroscience research depends and thrives on European collaborations and free movement of the brightest researchers between countries. The European Research Council is a key source of funding for many such researchers and the UK benefits enormously from ERC grants, many of which are coordinated by and benefit UK researcher. It is vital for the future strength and world-leading status of UK neuroscience research that this situation continues long into the future.” Professor Barry Everitt, FRS, Emeritus Professor of Behavioural Neuroscience and Provost, Gates Cambridge Trust, University of Cambridge

f. "UK science, in particular science in universities has benefitted enormously from open international exchange that has been encouraged and supported in important ways by UK membership of the EU. I believe that these benefits include improved career prospects for young scientists who originate in the UK -- they begin their studies and their careers in world-leading institutions that have been strengthened by international academic and research staff.” Professor Peter H. Haynes, Professor of Applied Mathematics and former Head of Department (2005-2015), Department of Applied Mathematics and Theoretical Physics, University of Cambridge

g. "A key danger of Brexit to UK science is that it can lead to a dramatic shrinking of the pull of young people willing to consider working in Britain or eligible to do so. If we are effectively limited to the internal UK ‘market’ in recruiting young talent (students and early-career researchers), we will collapse into a provincial second-rate status very quickly (within a few years). The junior talent pool will be too small, while senior people will leave and go elsewhere, as it essentially impossible today to conduct research in sciences successfully if you can't bring in the best young people internationally.

Brexit need not produce this effect. If, for example, rather than restricting EU nationals, the UK acted instead to maintain a welcoming regime for them and to broaden the pool overseas, this might actually improve the situation (a better system for attracting US/Canadian/Australian and Indian students, for example, would be a massive game changer in sciences). This will require quick and clever action as far as the rules of the game are concerned, but obviously any good outcome is only possible if also the funding lines for recruitment of PhD students and postdocs do not dry up.” Professor Alexander Schekochihin, Professor of Theoretical Physics, Physics, University of Oxford
Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)

h. "I strongly support this submission from young scientists about the crucial importance for UK science of maintaining free movement of scientists within Europe, and of either maintaining access to ERC/EU funding or replacing it with an equivalent fund that provides similar support to outstanding scientists." Professor David Attwell, FRS, Jodrell Professor of Physiology, Neuroscience, Physiology & Pharmacology, University College London

i. "I have had many early career researchers both from within and outside the EU spend time in my laboratory before going on to establish their own careers both in research and the wider economy. Their contribution has been essential in keeping my research activities internationally competitive and in bringing their own unique perspectives to the research." Professor Tony Cass, Professor of Chemical Biology, Chemistry, Imperial College London

j. "A vibrant community of international early career researchers is vital to maintaining the UK's place in Science - and to promoting Science globally. This is especially true when we consider global challenges including the need to feed the growing world, to act against the rise of anti-microbial resistance and to face the increasing risk of global epidemics. We cannot stand alone. Therefore, the British Government should strive to ensure that existing opportunities are sustained or enhanced for the benefit of Science in the UK and to enable us to contribute to global science for the future of mankind." Professor Alasdair Cook, Head of Department, Veterinary Epidemiology, School of Veterinary Medicine, University of Surrey

k. "Immediately after my PhD, I benefited from the opportunity as a US citizen to come to the UK as a post-doctoral researcher. I am now a naturalized British citizen and run a medium-sized research group in the UK, which includes many individuals from the EU and outside. Our research centre, where I am now an Associate Director, is globally competitive because of these talented individuals. Compromise to our ability to attract researchers regardless of their nationality would be a disaster for UK science, and deny many young researchers career-changing opportunities." Professor Karla Miller, Professor of Biomedical Engineering, FMRIB Centre, University of Oxford

l. "I started my own career as a PhD student coming from Germany to the UK in 1988, after a 4-year postdoc at Harvard Medical School I returned, initially to Scotland and then to join UEA in 2001. As an academic I have taught undergraduate students from EU member states and I have trained many researchers, PhD and postdocs, from other EU member states. Any restrictions to free movement or access to funding will affect our ability to attract the brightest minds and the best researchers to UK science." Professor Andrea Munsterberg, Professor, School of Biological Sciences, University of East Anglia

m. "In my opinion, both EU funding and mobility make a massive contribution to UK science and higher education. In order to maintain the competitiveness of the UK in these areas, it will be critical for the government to either find mechanisms to ensure continued UK participation in schemes like ERC and Marie-Curie, or to develop new UK equivalents of these schemes. " Professor Craig MacLean, Wellcome Trust Senior Research Fellow, Zoology, University of Oxford
9. A full list of signatories to this submission (researchers 0-10 years post-PhD, based at UK Universities/Institutions) is provided in Appendix A.

10. Other researchers (non-early career, or those not currently based in the UK) were also invited to provide their name in support of this submission. 915 individuals signed as co-supporters, including 107 Professorial staff. A full list of co-supporters is provided in Appendix B.

July 2016
Appendix A: full list of signatories (early career UK-based researchers, 0-10 years post-PhD)

1. Dr Nicola Abbott, Psychology, Canterbury Christ Church University
2. Dr Hamidreza Abdolvand, Materials, University of Oxford
3. Dr Kerry Abrams, Materials, University of Sheffield
4. Dr Freida Abtan, Music / Computing, Goldsmiths, University of London
5. Dr Tobias Ackels, Neuropsychophiology, The Francis Crick Institute
6. Dr Thomas Ackrill, Chemistry, Leeds University
7. Dr Sophie Acron, LMCR, University College London
8. Dr Magdalena Adamczyk, Oral and Biomedical Sciences, University of Cambridge
9. Dr Emily Adams, Parasitology, LTM
10. Dr Ralph Adams, School of Chemistry, University of Manchester
11. Dr Rick Adams, Psychiatry, University College London
12. Dr Tom Adams, Scottish Association for Marine Science
13. Dr George Adamson, Department of Geography, King's College London
14. Dr Bart Adriaenssens, Institute of Biodiversity, Animal Health and Comparative Medicine, University of Glasgow
15. Dr Jan Antoci, Chemistry, University of Oxford
16. Dr Airnara Agravudo, Materials, Imperial College London
17. Dr Leticia Agundez, Genetics, UCL, Institute of Ophthalmology
18. Dr Sara Ahern, School of Clinical and Applied Sciences, Leeds Beckett University
19. Dr Christiane Ahlheim, Experimental Psychology, University College London
20. Dr Bashar Ahmad, Engineering Department, University of Cambridge
21. Dr Josefina Ahstrom, Medicine, Imperial College London
22. Dr Ben Ainsworth, Psychology, University of Southampton
23. Dr Thomas Akam, Experimental Psychology, University of Oxford
24. Dr Geoffrey Aki, Chemistry, Lancaster University
25. Dr Mohammad Majid Al-Rifaie, Computing, Goldsmiths, University of London
26. Dr Ali Alazami, University of Leeds
27. Dr Ben Alderson-Day, Psychology, Durham University
28. Dr Patricia Alessandri, Music, Goldsmiths, University of London
29. Dr Michelle Alexander, Archaeology, University of York
30. Dr Hamid Ali, Department of Pathology, University of Cambridge
31. Dr Kathryn Allan, University of Glasgow
32. Dr Micah Allen, Institute of Neurology, University College London
33. Dr Sarah Allan, Department of Life, Health and Chemical Sciences, The Open University
34. Dr Jana Alonsos, OMPI, Sir William Dunn School of Pathology, University of Oxford
35. Dr Ivan Alvarez, Nuffield Department of Clinical Neurosciences, University of Oxford
36. Dr James Amor, School of Engineering, University of Warwick
37. Dr Konstantinos Ampounoula, University of Glasgow
38. Dr Akaterina Apanasovna, Institute of Cardiovascular and Medical Research, University of Cambridge
39. Dr Elaine Anderson, Institute of Ophthalmology, University College London
40. Dr Michael Andrews, Chemistry, The University of Manchester
41. Dr Gemma Angel, Institute of Advanced Studies, University College London
42. Dr Sophie Anns, Psychology, City University London
43. Dr Laura Anselmi, Centre for Health Economics, University of Manchester
44. Dr Nicholas Anstead, Dept of Media and Communications, London School of Economics
45. Dr Annemieke Apergis-Schoute, Psychology, University of Bath
46. Dr Caswell Barry, CDB, University College London
47. Dr Helen Barron, Nuffield Department of Clinical Neuroscience, University College London
48. Dr Rebecca Beeken, Epidemiology & Public Health, University of Oxford
49. Dr Dorthe Becker, University of Sheffield
50. Dr Jonathan Ben-Artzi, Mathematical Sciences, Durham University
51. Dr Sam Berens, School of Psychology, University of Sussex
52. Dr Andrew Bell, Sheffield Methods Institute, University of Sheffield
53. Dr Fiona Begon, Ecology, University College London
54. Dr Sarah Bell, Sheffield Methods Institute, University of Sheffield
55. Dr Andrew Bell, Sheffield Methods Institute, University of Sheffield
56. Dr F. Honore Bernard, School of Psychology, University of Sussex
57. Dr Antonio Berlinga, School of Public Health, Imperial College London
58. Drnce Clémence Bernard, Centre for Developmental Neurobiology, King's College London
59. Dr Matthew Bell, Geosciences, University of Edinburgh
60. Dr Nathasa Awais-Dean, English, King's College London
61. Dr Tibor Auer, Methods group, MRC Cognition and Brain Sciences Unit
62. Dr Gabriel Aughey, Department of Life Sciences, Imperial College London
63. Dr Ryszard Aukstulewicz, Oxford Centre for Human Brain Activity, University of Oxford
64. Dr Stuart Auld, Biological & Environmental Sciences, University of Stirling
65. Dr Natalie Avis, Psychology, University of Sussex
66. Dr Sarah Aytoun, DAMTP, University of Cambridge
67. Dr Mahdi Azarpeyvand, Mechanical Engineering, University of Bristol
68. Dr Sanat Babu, Mechanical Engineering, Imperial College London
69. Dr Catherine Back, School of Oral and Dental Sciences, University of Bristol
70. Dr Wenzhao Bai, Computing, Imperial College London
71. Dr Alexander Bainbridge, ASTeC, Science and Technology Facilities Council
72. Dr Daniel Baker, Psychology, University of York
73. Dr Artem Bakulin, Chemistry, Imperial College London
74. Dr Robert Balazs, Molecular Neuroscience, University College London
75. Dr Eduardo Balbinot, Physics, University of Surrey
76. Dr Michael Balle, Sussex Neuroscience, School of Life Sciences, University of Sussex
77. Dr Lisan Ball, Chemistry, University of Nottingham
78. Dr Matthew Ball, Geosciences, University of Edinburgh
79. Dr Haiko Ballieux, Psychology, University of Westminster
80. Dr Sara Balouch, Brighton & Sussex Medical School, University of Sussex
81. Dr Dan Bang, Wellcome Trust Centre for Neuroimaging, University College London
82. Dr Jeanne Bantounas, Department of Materials, Imperial College London
83. Dr Ross Barber, Basic and Clinical Neuroscience, King's College London
84. Dr Amanda Barber, Clinical Neuroscience, University of Cambridge
85. Dr Lucie Bard, Department of Clinical and Experimental Epilepsy, UCL Institute of Neurology
86. Dr Adrian Barker, Department of Applied Mathematics and Theoretical Physics, University of Cambridge
87. Dr Anna Barnard, Chemistry, Imperial College London
88. Dr James Barnett, University of Bristol
89. Dr Robert Barnett, UQR / U. Of Exeter
90. Dr Olga Baron, Basic and Clinical Neuroscience, King's College London
91. Dr Adam Barnett, Department of Informatics, University of Sussex
92. Dr Helen Barron, Nuffield Department of Clinical Neurosciences (FMREEB) / Department of Pharmacology (BNDD), University of Oxford
93. Dr Caswell Barry, CDB, University College London
94. Dr Joanna Barstow, Physics and Astronomy, University College London
95. Dr Sietske Batenburg, Earth Sciences, University of Oxford
96. Dr Richard Bater, Department of Geography, King's College London
97. Dr Jan Bartkowiak, School of Physics & Astronomy, University College London
98. Dr Jasmin Basciani, Psychology, Manchester Metropolitan University
99. Dr Narges Bazargani, Neuroscience, University College London
100. Dr Rehan Beheiry, Computer Science, Queen Mary University of London
101. Dr Vlado Beheiry, Computer Science, Queen Mary University of London
102. Dr Anna Beheiry, Computer Science, Queen Mary University of London
103. Dr Melanie Beheiry, Computer Science, Queen Mary University of London
104. Dr Rebecca Beheiry, Computer Science, Queen Mary University of London
105. Dr Matthew Beheiry, Computer Science, Queen Mary University of London
106. Dr Sharron Beheiry, Computer Science, Queen Mary University of London
107. Dr Janine Beheiry, Computer Science, Queen Mary University of London
108. Dr Sam Beheiry, Computer Science, Queen Mary University of London
109. Dr Sam Beheiry, Computer Science, Queen Mary University of London
110. Dr Adam Beheiry, Computer Science, Queen Mary University of London
111. Dr Evlise Beste, University of Exeter
Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)

119. Dr Frederike Beyer, Institute of Cognitive Neuroscience, University College London
120. Dr Andrej Bicanski, Anatomy, University College London
121. Dr Anthony Biknell, Environment and Sustainability Institute, University of Exeter
122. Dr Adrian Biddle, Queen Mary University of London
123. Dr Ewa Bielicka, Bionics, University of Birmingham
124. Dr Amy Bilderbeck, Department of Psychiatry, PIVIAL Ltd / University of Oxford
125. Dr Jaclyn Billington, Psychology, University of Leeds
126. Dr Chiara Bird, Psychology, University of Sussex
127. Dr Ali Birdett, Lancaster Environment Centre, Lancaster University
128. Dr Michele Birlet, Psychology, University of Surrey
129. Dr James Bisthy, Institute of Cognitive Neuroscience, University College London
130. Dr Mark Bissett, School of Materials, University of Manchester
131. Dr Kate Black, Engineering, University of Liverpool
132. Dr Thalia Blacking, Preclinical Veterinary Sciences, Royal (Dick) School of Veterinary Studies, University of Edinburgh
133. Dr Helen Blackshaw, Far Institute, University College London
134. Dr Andrew Blagborough, Department of Life Sciences, Imperial College London
135. Dr Isabel Blake, Infectious Disease Epidemiology, Imperial College London
136. Dr Emma Blakey, Psychology, Cardiff University
137. Dr Annabelle Blangero, Experimental Psychology, University of Oxford
138. Dr Nicholas Blockley, Nuffield Department of Clinical Neurosciences, University of Oxford
139. Dr Benjin Blond, Environmental Change Institute, University of Oxford
140. Dr Benjin Blount, Imperial College London
141. Dr Tim Blower, School of Biological and Biomedical Sciences, Durham University
142. Dr Henry Boardman, Cardiovascular medicine, university of oxford
143. Dr Joanna Boehmert, CREAM - Centre for Research and Education in Arts and Media, Westminster
144. Dr Ellen Booren, Edinburgh, University of Edinburgh
145. Dr Lapo Bognani, Department of Materials, University of Oxford
146. Dr Angeliki Bogosian, Health Sciences, City University London
147. Dr Annika Boldt, Department of Psychology, University of Cambridge
148. Dr Paolo Bombelli, Biochemistry, University of Cambridge
149. Dr James Bonauto, Institute of Neurology, University College London
150. Dr Tom Bond, Department of Civil and Environmental Engineering, Imperial College London
151. Dr Eero Bonneman, NDCN, University of Oxford
152. Dr George Booth, Physics, King's College London
153. Dr Michael Booth, Chemistry, University of Oxford
154. Dr Josephine Borghi, Global Health and Development, London School of Hygiene & Tropical Medicine
155. Dr Thomas Bose, Department of Computer Science, University of Sheffield
156. Dr Jenny Bosten, School of Psychology, University of Sussex
157. Dr Peter Both, The University of Manchester
158. Dr Juan Botia, Molecular Neuroscience, University College London
159. Dr Kay Boxon, Edinburgh University Royal Institution
160. Dr Vasiliki Bountziouka, Institute of Child Health, University College London
161. Dr Claire Bourke, Centre for Genomics and Child Health, Queen Mary University of London
162. Dr Martin Bourne, Kavli Institute for Cosmology & Institute of Astronomy, University of Cambridge
163. Dr Richard Bourne, Chemical Engineering, University of Leeds
164. Dr Laura Bosvo, London Centre for Nanotechnology, University College London
165. Dr Efe Bower, University of Westminster
166. Dr Rebeca Bowler, Astrophysics, University of Oxford
167. Dr Clare Box, Medical School, University of Birmingham
168. Dr Jordan Boyle, Mechanical Engineering, University of Leeds
169. Dr Mirjana Bozic, University of Oxford
170. Dr Edward Bracey, Life Sciences, University College London
171. Dr Mirjana Bozic, University of Cambridge
172. Dr Angela Bradshaw, Institute for Cardiovascular and Medical Sciences, University of Glasgow
173. Dr Elizabeth Braithwaite, University of Oxford and University of Birmingham
174. Dr Christian Brand, School of Geography and Environment, University of Oxford
175. Dr Durham University
176. Dr Matthew Branch, IOO - Genetics, University College London
177. Dr Miguel Branco, Queen Mary University of London
178. Dr Christian Brand, School of Geography and Environment, University of Oxford
179. Dr Jochen Brandt, Chemistry, Imperial College London
180. Dr Kurt Braunlich, Psychology and Language Sciences, University College London
181. Dr Elme Breedt, Physics, University of Warwick
182. Dr Jonathan Breen, Materials, Imperial College London
183. Dr Patricia Brekke, Institute of Zoology, Zoological Society of London
184. Dr Lauren Brent, University of Exeter
185. Dr Michael Bresalier, History, Swansea University
186. Dr Ashley Brew, Engineering, Cardiff University
187. Dr Elizabeth Bridge, Physics, University of Birmingham
188. Dr Gemma Briggs, Physics, The Open University
189. Dr Ben Britton, Materials, Imperial College London
190. Dr Claire Brockett, Institute of Medical and Biological Engineering, University of Leeds
191. Dr Rebecca Bromley, Department for Human Development, University of Manchester
192. Dr Peter Brommer, School of Engineering, University of Warwick
193. Dr Ellen Brooks-Pollack, social and community medicine, University of Bristol
194. Dr Alastair Brown, Ocean and Earth Science, University of Southampton
195. Dr Calum Brown, University of Edinburgh
196. Dr David Brown, Physics, University of Warwick
197. Dr Jamie Brown, University College London
198. Dr Katherine Brown, Weatherall Institute of Molecular Medicine, University of Oxford
199. Dr Leon Brown, Chemical Engineering, University College London
200. Dr Rebecca Brown, Health Services Research Unit, University of Aberdeen
201. Dr Lucy Brunton, Animal and Plant Health Agency
202. Dr Gemma Bryan, London Dunes Centre for Children's Palliative Care, University College London
203. Dr Jessica Bryant, Institute of Zoology (ZSL)
204. Dr Charlotte Buchanan, Physics, University of Nottingham
205. Dr Laura Buck, Department of Biological Anthropology, University of Cambridge
206. Dr Andy Buckley, Physics & Astronomy, University of Glasgow
207. Dr Cornelia Buelmann, School of Life Sciences, EBE, University of Sussex
208. Dr Anwen Bullen, Earl Institute, University College London
209. Dr Janet Bulitude, Department of Psychology, University of Bath
210. Dr Chris Burn, College of Social Science, University of Glasgow
211. Dr Emily Burdett, School of Psychology and Neuroscience, University of St Andrews
212. Dr Michael Burdett, Theology and Religious Studies, University of Oxford
213. Dr Thomas Burgoyne, Institute of Ophthalmology, University College London
214. Dr Andrea Burke, Earth and Environmental Sciences, University of St Andrews
215. Dr Michael Burkitt, Molecular and Cellular Physiology, University of Liverpool
216. Dr Hollie Burrell-Saward, Immunology and Infection, London School of Hygiene & Tropical Medicine
217. Dr Henry Burridge, DAMTP, University of Cambridge
218. Dr Daniel Bush, Institute of Cognitive Neuroscience, University College London
219. Dr Natalie Butcher, Social Sciences, Business & Law, Teesside University
220. Dr Kevin Butler, School of Psychology, University of Lincoln
221. Dr Paul Butler, School of Ocean Sciences, Bangor University
222. Dr Rachel Bytooe, Earth sciences, Natural history museum
223. Dr Anna Caballe, University of Oxford
224. Dr Jose Caballero, Twitter, Inc
225. Dr Cristian Cadar, Department of Computing, Imperial College London
226. Dr Dorina Cadar, Epidemiology and Public Health, University College London
227. Dr Line Caes, University of Stirling
228. Dr Michelle Cain, Chemistry, University of Cambridge
229. Dr Scott Cairney, Psychology, University of York
230. Dr Rosalba Caniaco, LMCB, University College London
231. Dr Daniel Campbell-Meiklejohn, Psychology, University of Sussex
232. Dr Liliana Capitao, Department of Psychiatry, University of Oxford
233. Dr Elisabeth Carapuca, Molecular oncology, Queen Mary University - barts cancer institute
234. Dr Velia Cardin, Psychology, University of East Anglia
235. Dr Daniel Carey, Psychology, Royal Holloway University of London
236. Dr Nicola Carey, School of Health Sciences, University of Surrey
237. Dr Natasha Carli, University of Cambridge
238. Dr Joana Carlson, Computing, Imperial College London
239. Dr Tom Carlson, Aspire Create / Division of Surgery, University College London
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485. Dr Eleonora Fichera, Centre for Health Economics, University of Manchester
486. Dr Rebecca Fiebrink, Computing, Goldsmiths, University of London
487. Dr Lee Fielding, School of Materials, The University of Manchester
488. Dr Alison Fildes, Epidemiology and Public Health, University College London
489. Dr Vasileia Filidou, ERIO, University College London
490. Dr Angela M. Filipe, PHP, London School of Hygiene and Tropical Medicine
491. Dr Maria Laura Filippetti, University College London
492. Dr Lauren Fink, Life Sciences, University of Lincoln
493. Dr Nonie Finlayson, Experimental Psychology, University College London
494. Dr Alessia Fiorentino, University College London
495. Dr Nicholas Firth, Computer Science, University College London
496. Dr Helen Fisher, SGDP Centre, King’s College London
497. Dr Abigail Fisher, University College London
498. Dr Clare Fitzgerald, Physics, University of Cambridge
499. Dr Stephen Fitzgerald, Infection and Immunity, University of Edinburgh, Roslin Institute
500. Dr Stephen Fleming, Wellcome Trust Centre for Neuroimaging, University College London
501. Dr Anne Fletcher, Immunology and immunotherapy, University of Birmingham
502. Dr Fay Fletcher, Department of Psychology, University of York
503. Dr Sue , Psychiatry, University of Edinburgh
504. Dr Norah Fogarty, The French Institute
505. Dr Marc Ford, Neuroscience, Physiology & Pharmacology, University College London
506. Dr Rebecca Ford, Environmental Change Institute, University of Oxford
507. Dr Kathryn Ford, University of Bristol
508. Dr Rose Ford, School of Chemistry, University of Glasgow
509. Dr Ehsan Forootan, School of Earth and Ocean Sciences , University of Cambridge
510. Dr Sophie Forster, Psychology, University of Sussex
511. Dr Victoria Forster, Northern Institute for Cancer Research, Newcastle University
512. Dr Paolo Fortis, Anthropology, Durham University
513. Dr Anna Foster, Chemistry, University of Sheffield
514. Dr Aikaterini Fotopoulou, CEHP, University College London
515. Dr Frederick Foulds, Department of Archaeology, Durham University
516. Dr Lucy Foukles, ICR, University College London
517. Dr Elsa Fouragnan, Experimental psychology, University of Oxford
518. Dr Abigail Fraser, Social and Community Medicine, University of Bristol
519. Dr Rupsha Fraser, Centre for Reproductive Health, University of Edinburgh
520. Dr Lucy Freem, The Roslin Institute, University of Edinburgh
521. Dr Oliver Freeman, Department of Clinical Neurosciences, University of Cambridge
522. Dr Jan Freyberg, Forensic and Neurodevelopmental Sciences, King's College London
523. Dr Ville-Petri Friman, Biology, York
524. Dr Marine Frouin, RLAHA, University of Oxford
525. Dr Hannah Froy, Institute of Evolutionary Biology, University of Edinburgh
526. Dr Ellen Fry, Life sciences, University of manchester
527. Dr Michaela Fuchs, Neuroscience, University of Sussex
528. Dr Matteo Fumagalli, Genetics, Evolution & Environment, University College London
529. Dr Reyhan Furman, Psychology, University of Central Lancashire
530. Dr Florian Fussell, School of Geosciences, University of Edinburgh
531. Dr Kate Fynes, ORBIT, University College London
532. Dr Liam Paul Gaffney, University of the West of Scotland
533. Dr Joseph Gález, Psychology, University of Birmingham
534. Dr Juan M Galeazzi, Experimental Psychology, University of Oxford
535. Dr Lucia Galvez-Bravo, School of Natural Sciences and Psychology, University of York
536. Dr Alberto Gambaruto, Mech Eng, University of Bristol
537. Dr Peter Gammon, School of Engineering, University of Warwick
538. Dr Tim Ganderton, Chemistry, University of York
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551. Dr Joanne Garrett, Environment and Sustainability Institute, University of Exeter
552. Dr Jane Garrison, Psychology, University of Cambridge
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555. Dr Lauren Gascoyne, Physics, University of Nottingham
556. Dr Laura Gathercole, OCEM, University of Oxford
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558. Dr Kate Gee, Psychology, Canterbury Christ Church University
559. Dr Amy Gelmi, Imperial College London
560. Dr Anastasios Georgiadis, Institute of Ophthalmology, University College London
561. Dr Vihaan Georgiev, University of Glasgow
562. Dr Theoni Georgiou, Department of Materials, Imperial College London
563. Dr Sarah Gerson, Psychology, Cardiff University
564. Dr Avazeh Ghahraman, Genetics, University of Cambridge
565. Dr Alex Ghaniouni, Department of Epidemiology and Public Health, University College London
566. Dr Shahnaz Ghazi-Noori , Rare Diseases, University College London
567. Dr Maya Ghousaini, Oncology, University of Cambridge
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571. Dr Sarah Giering, Ocean Biogeochemistry and Ecosystems, National Oceanography Centre, Southampton
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573. Dr Rebecca Gilbert, Psychology, University College London
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575. Dr Andrea Giusti, Department of Engineering, University of Cambridge
576. Dr Rebecca Gladstone, Pathogen genomics, Wellcome trust Sanger institute
577. Dr Padraig Gleeson, Neuroscience, Physiology and Pharmacology, University College London
578. Dr Adam Glen, Material Science and Engineering, The University of Sheffield
579. Dr Liz Glyn, Classics, Royal Holloway
580. Dr Robert Godin, Chemistry, Imperial College London
581. Dr Susana Godinho, Barts Cancer Institute , Queen Mary University of London
582. Dr Constanza Gomez Alvarez, School of Veterinary Medicine, University of Surrey
583. Dr Angela Goode, Imperial College London
584. Dr Ian Goodhead, University of Salford
585. Dr Rachel Goodwin, Cambridgeshire community services
586. Dr Roman Gorbachev, School of Physics and Astronomy, University of Manchester
587. Dr Hamish Gordon, Earth & Environment, University of Leeds
588. Dr Gregor Gorjanc, The Roslin Institute, University of Edinburgh
589. Dr Michael Gorley, Technology, UKAEA
590. Dr Cassandra Gould Van Praag, Psychiatry, Brighton and Sussex Medical School
591. Dr Olivia Grace, Comparative Plant & Fungal Biology , Royal Botanic Gardens, Kew
592. Dr Trevor Graham, Barts Cancer Institute, QMUL
593. Dr Catherine Grainger, Psychology, University of Stirling
594. Dr Matthew Grainger, Agriculture/Biology, University of Newcastle
595. Dr Peter Granci, Chemical Engineering and Biotechnology, University of Cambridge
596. Dr Richard Granell, School of Social and Community Medicine, University of Bristol
597. Dr Maria Granelli, University College London
598. Dr Silvia Gratz, University of Aberdeen
599. Dr Benjamin Gray, Chemistry , University of Southampton
600. Dr Alasdair Gray , Computer Science , Heriot-Watt University
601. Dr Matthew Grech-Sollars, Imperial College London
602. Dr James Greecian, SOH, St Andrews
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610. Dr Celia Gregson, Musculoskeletal Research Unit, University of Bristol
611. Dr James Grellier, European Centre for Environment and Human Health, University of Exeter
612. Dr Jillian Grey, DECIPHer, University of Cambridge
613. Dr Roderick Grieves, Experimental Psychology, University College London
614. Dr Phil Griffiths, School of clinical sciences, University of Bristol
615. Dr Derek Groen, Computer Science, Brunel University London
616. Dr John Grogan, School of Clinical Sciences, University of Bristol
617. Dr Steph Grohmann, University of Oxford
618. Dr Maud Grol, Experimental Psychology, University of Oxford
619. Dr Neil Groucutt, University of Oxford
620. Dr Matthias Gruber, School of Psychology, Cardiff University
621. Dr Ellen Grunewald, Centre for Neuroregeneration, University of Edinburgh
622. Dr Phil Grunewald, SoGE, University of Oxford
623. Dr Francesco Grussu, UCL Institute of Neurology, University College London
624. Dr Oscar Guadayol, School of Life Sciences, University of Lincoln
625. Dr Maria Guarnizo, Archaeology, University of Oxford
626. Dr Catrin Guenther, School of Life Sciences, University of Lincoln
627. Dr Madeun Guerchet, HSPP, King's College London
628. Dr Olivia Guest, University of Oxford
629. Dr Thomas Guilleme, Life Sciences, Imperial College London
630. Dr Dorothea Hammerer, Department of Chemical Engineering, University College London
631. Dr Alasdair Gunn, Biochemistry, University of Oxford
632. Dr Ruth Habiti, Centre for Dementia Studies, Brighton and Sussex Medical School
633. Dr Talya Hackett, Biological Sciences, University of Bristol
634. Dr Sarah Haigh, Materials, University of Manchester
635. Dr Sophie Haines, University of Oxford
636. Dr Ajay Halal, Neuroscience and Aphasia research unit, University of Manchester
637. Dr Patrick Hales, Imaging & Biophysics, UCL Institute of Child Health, University College London
638. Dr Cameron Hall, Mathematical Institute, University of Oxford
639. Dr Emma Hall, IOMM, university of edinburgh
640. Dr Glyn Hallam, Psychology, The University of York
641. Dr Brynjard Hallldorson, Psychology, University of Reading
642. Dr Sarah Halliday, Geography and Environmental Science, University of Reading
643. Dr Kelly Hanson, Epidemiology and Biostatistics, University of Central Lancashire
644. Dr Kevin Hamill, Psychology, University of Liverpool
645. Dr Giles Hamilton-Fletcher, School of Psychology, University of Sussex
646. Dr Dorothea Hamner, University College London
647. Dr Cer Hammond, Cardiff Catalysis Institute, University of Cambridge
648. Dr Stephen Hanham, Imperial College London
649. Dr Ricci Hannah, Institute of Neurology, University College London
650. Dr Charlotte Harden, Oncology, University of Sheffield
651. Dr John Hardy, Chemistry and Materials Science, Lancaster University
652. Dr Heather Harrington, Mathematical Institute, University of Oxford
653. Dr Jennifer Harris, Earth and Planetary Sciences, University of Cambridge
654. Dr Julia Harris, Neuropsychology, Imperial College / Crick Institute
655. Dr Ian Harrison, Centre for Advanced Biomedical Imaging, University College London
656. Dr Neil Harrison, Brighton & Sussex Medical School, University of Sussex
657. Dr William Harrison, Psychology, University of Cambridge
658. Dr Margaret Hattley, Earth, Atmospheric and Environmental Sciences, University of Manchester
659. Dr Charlotte Hartwright, Psychology, Life and Health Sciences, Aston University
660. Dr Siobhan Harty, Experimental Psychology, University of Oxford
661. Dr Christopher Harvey, School of Human and Life Sciences, Canterbury Christ Church University
662. Dr Tawfique Hasan, Engineering, University of Cambridge
663. Dr Christopher Hassall, School of Biology, University of Leeds
664. Dr Brenna Hassett, Earth Sciences, Natural History Museum*
665. Dr Tobias Hauser-Piatti, Wellcome Trust Centre for Neuroimaging, University College London
666. Dr Karsten Haustein, School of Geography and the Environment, University of Oxford
667. Dr Frances Hawkes, Agriculture Health and Environment, Natural Resources Institute, University of Greenwich
668. Dr Lucy Hawkes, College of Life and Environmental Sciences, University of Exeter
669. Dr Jon Hawkings, School of Geographical Sciences, University of Bristol
670. Dr Erin Hawkins, MRC Cognition and Brain Sciences Unit
671. Dr Rhoda Hawkins, Physics & Astronomy, University of Sheffield
672. Dr Claire Haworth, MRC Integrative Epidemiology Unit, University of Bristol
673. Dr Becky Heaven, School of Health Sciences, University of Brighton
674. Dr Tobias Heinrich, Faculty of Medieval and Modern Languages, University of Oxford
675. Dr Verena Heise, Department of Psychiatry, University of Oxford
676. Dr Gudmundur Vignir Helgason, Wolfson Wohl Cancer Research Centre, University of Glasgow
677. Dr Janosch Heller, UCL Institute of Neuroscience
678. Dr Andrew Helmsäter, Royal Botanic Gardens, Kew
679. Dr Kate Hemer, Archaeology, University of York
680. Dr Glynn Hemsworth, School of Molecular and Cellular Biology, University of Leeds
681. Dr Ellen Henderson, Louis Dundas Centre for Children's Palliative Care, University College London, Institute of child Health
682. Dr Susie Henley, Dementia Research Centre, University College London
683. Dr Benjamin Hennig, School of Geography and the Environment, University of Oxford
684. Dr Catarina Henriques, Oncology & Metabolism, The University of Sheffield
685. Dr Stephanie Henson, National Oceangraphy Centre
686. Dr Erica Hepper, School of Psychology, University of Surrey
687. Dr Jenny Herbert, III, UCL institute of Child Health
688. Dr Katherine Herborn, Centre for Behaviour and Evolution, Newcastle University
689. Dr Uri Herz, Institute of Cognitive Neuroscience, University College London
690. Dr Margaret Heslin, Health Services and Population Research, King's College London
691. Dr Aaron Hess, RDM, University of Oxford
692. Dr Anna Hickman, Ocean and Earth Science, University of Southampton
693. Dr Claire Higgins, Bioengineering, Imperial College London
694. Dr Jillian Hilditch, University of Oxford
695. Dr Tim Hill, University of Bath
696. Dr Rachel Hiller, University of Bath
697. Dr Charlotte Hind, NIS, Public Health England
698. Dr Matthew Hindle, Roslin Institute, University of Edinburgh
699. Dr Ruth Hindshaw, Earth Science, University of Cambridge
700. Dr Nicholas Hiny, Physics, University of Warwick
701. Dr Amy Hinks, Zoology, University of Oxford
702. Dr Mark Hinons, School of Geography and the Environment, University of Oxford
703. Dr Emma Hocking, Geography, Northumbria University
704. Dr Rosa Hoekstra, Department of Psychology, King's College London
705. Dr Bernie Hogan, Oxford Internet Institute, University of Oxford
706. Dr Mark Hoggard, Earth Sciences, University of Cambridge
707. Dr Chris Holland, Materials Science and Engineering, The University of Manchester
708. Dr Jules Holroyd, Philosophy, University of Sheffield
709. Dr Chris Holton, BCN, King's College London
710. Dr Jindui Hong, Department of Materials, University of Oxford
711. Dr Zoe Hopkins, Sussex University
712. Dr Rita Hordosy, University of Cambridge
713. Dr Aidan Horner, Department of Psychology, University of York
714. Dr Jessica Horst, School of Psychology, University of Sussex
715. Dr Kelly Houston, The James Hutton Institute
716. Dr Martin How, School of Biological Sciences, University of Bristol
717. Dr Kate Howland, Informatics, University of Sussex
718. Dr Lesley Hoyles, Surgery and Cancer, Imperial College London
719. Dr Alan Hudson, School of Biological Sciences, University of Bristol
720. Dr Laura Hudson, Dermatology and Environmental Sciences, University of Sheffield
721. Dr Hendrik Huels, School of Politics and International Relations, University of Kent
722. Dr Neil Humphage, Physics and Astronomy, University of Leicester
723. Dr Gina Humphreys, University of Manchester
724. Dr Julie Hunt, Nutritional Sciences, University of Surrey
725. Dr Laurence Hunt, Wellcome Trust Centre for Neuroimaging, University College London
726. Dr William Hunter, Biological Sciences, Queen's University of Belfast
727. Dr Samuel Hurley, Centre for Functional MRI of the Brain (FMRIB), University of Oxford

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729. Dr Edward Hutchinson, MRC-University of Glasgow Centre for Virus Research, University of Glasgow
730. Dr James Hunt, Psychology, York
731. Dr Robert Hynds, Division of Medicine, University College London
732. Dr Francesco Iacoviello, Chemical Engineering, University College London
733. Dr Carley Iles, University of Edinburgh
734. Dr Ian Ingram, Green Chemistry, University of York
735. Dr Raquel Iniesta, King's College London
736. Dr Davide Innocenti, Chemistry, The Liverpool University
737. Dr Christos Ioannou, School of Biological Sciences, University of Bristol
738. Dr Nerea Irijoynen, Department of Pathology, University of Cambridge
739. Dr Mark Irwin, Global Polymers Research, AkzoNobel
740. Dr Raza Izanovic, School of Earth & Environment, University of Leeds
741. Dr Andrejs Ivanovs, Barts Cancer Institute, Queen Mary University of London
742. Dr Iain Jackson, School of Psychological Sciences, University of Manchester
743. Dr Sarah Jackson, Epidemiology and Public Health, University College London
744. Dr Elia James, MRC Cognition and Brain Sciences Unit
745. Dr Nicholas James, Neuroscience, King's College London
746. Dr Rachel James, Environmental Change Institute, University of Oxford
747. Dr Matthew Jamieison, Health and Wellbeing, University of Glasgow
748. Dr Marius Jansen, Pathology, University College London
749. Dr Isuru Jayasinghe, Faculty of Biological Sciences, University of Leeds
750. Dr Saad Jabadi, Clinical Neurosciences, University of Oxford
751. Dr Kim Jelfs, Imperial College London
752. Dr Andrew Jenkins, Chemistry, Imperial College London
753. Dr How Jenkins, University of York
754. Dr Stuart Jenkins, School of Pharmacy, Keele University
755. Dr Paul Jenkinson, Psychology, University of Hertfordshire
756. Dr Janek Jenkne, Genetics and Genomics, The Roslin Institute
757. Dr David Jennings, Physics, Imperial College London
758. Dr Thomas Jenseen, Institute of Neurology, Clinical and experimental epilepsy, University College London
759. Dr Mark Jesmon, Materials, Loughborough University
760. Dr Ben Jervis, Archaeology, Cardiff University
761. Dr Rhodri Jervis, Chemical Engineering, University College London
762. Dr Megan Jones, Faculty of Health and Medical Sciences, University of Surrey
763. Dr Yi Jin, Department of Chemistry, University of York
764. Dr Chris Johnson, School of Mathematics, University of Manchester
765. Dr Jill Johnson, School of Life and Health Sciences, Aston University
766. Dr Tarn Johnson, Chemistry, University of Oxford
767. Dr Susan Johnson, Institute of Evolutionary Biology, University of Edinburgh
768. Dr Saurabh Johri, AI, Babylon Health
769. Dr Alex Jones, School of Chemistry, The University of Manchester
770. Dr Gareth Wyn Jones, School of Mathematics, University of Manchester
771. Dr Jennifer Jones, Chemistry, University of Manchester
772. Dr Laura Jones, Neuroscience, physiology, and pharmacology, University College London
773. Dr Theo Jonker, School of Life Sciences, University of Lincoln
774. Dr James Jordan, Polar Oceans, British Antarctic Survey
775. Dr John Jorgensen, School of Life Sciences, University of Lincoln
776. Dr John Jorgensen, School of Psychology, University of Sussex
777. Dr Matthew Jorgenson, School of Psychology, University of Kent
778. Dr David Jorgenson, School of Psychology, University of Kent
779. Dr Marnix Jansen, Pathology, University College London
780. Dr Yi Jin, Department of Health and Wellbeing, University of Oxford
781. Dr Yvonne John, School of Psychology, Keele University
782. Dr Charles Johnstone, School of Psychology, University of St Andrews
783. Dr Laura Jones, Neuroscience, physiology, and pharmacology, University College London
784. Dr Yi Jin, Department of Health and Wellbeing, University of Oxford
785. Dr Christopher Kane, Chemistry, University of Liverpool
786. Dr Letitia Karanasiou, Babraham Institute
787. Dr Letitia Karanasiou, Babraham Institute
788. Dr Anna Kareer, Department of materials, University of Oxford
789. Dr Mikaela Karsas, Psychology, University of Lincoln
790. Dr Nader Karimi, Engineering, University of Glasgow
791. Dr Mahesh Karnani, Neuroscience, King's College London
792. Dr Alexander Kaspryk, School of Mathematical Sciences, University of Nottingham
793. Dr Alexander Kaspryk, School of Mathematical Sciences, University of Nottingham
794. Dr Simon Katan, Computing, Goldsmiths
795. Dr Loukia Katsouri, Nuffield Department of Medicine, University of Oxford
796. Dr Ryan Kavlie, Ear Institute, University College London
797. Dr Akane Kawamura, Chemistry, University of Oxford
798. Dr Linda Kay, Infection, immunity and cardiovascular disease, University of Sheffield
799. Dr Angela Kedgley, Bioengineering, Imperial College London
800. Dr Robert Keers, Queen Mary University of London
801. Dr Edmund Keller, Physics, Imperial College London
802. Dr Laura Kelley, University of Cambridge
803. Dr Steven Kelly, Department of Plant Sciences, University of Oxford
804. Dr Rachal Kendal, Anthropology, Durham University
805. Dr Aoife Keohane, Psychiatry, King's College London
806. Dr James Kermode, Engineering, University of Warwick
807. Dr Steven Kiddie, SGGP, King's College London
808. Dr Aoife Kiecy, Molecular Neuroscience, UCL Institute of Neurology
809. Dr Rogier Kievit, Cognition and Brain Sciences Unit, MRC
810. Dr David Killick, Institute of Veterinary Science, University of Liverpool
811. Dr Gavin Killip, Environmental Change Institute, University of Oxford
812. Dr Helen King, Dept of Microbial and Cellular Sciences, University of Surrey
813. Dr Helen Kingstone, Humanities, Leeds Trinity University
814. Dr Eleanor Kingwell-Banham, Institute of Archaeology, University College London
815. Dr Kirsti Kinnunen, Division of Psychiatry, University College London
816. Dr Louise Kirsch, University College London
817. Dr Clare Kirtley, Psychology, University of Aberdeen
818. Dr Miriam Klein-Flugs, Experimental Psychology, University of Oxford
819. Dr Sophia-Marta Kleine Holthaus, Genetics, UCL Institute of Ophthalmology
820. Dr Michiel Kleijnjenhuis, Oxford Centre for Functional MRI of the Brain, University of Oxford
821. Dr Corinna Klinge, University of Oxford
822. Dr Juliane Kluos, University of Birmingham
823. Dr Alexander Knowles, Materials, Imperial College London
824. Dr Paula Koelmeijer, Department of Earth Sciences, University of Oxford
825. Dr Michael Kohl, Department of Physiology, Anatomy and Genetics, University of Oxford
826. Dr James Koelmeijer, National Institutes of Health, University of Oxford
827. Dr Pepijn Kooij, Comparative Plant and Fungal Biology, Royal Botanic Gardens, Kew
828. Dr Katja Konysheva, Institute of Cognitive Neuroscience, University College London
829. Dr Yvonne Kovaceva, Molecular Pathology, Institute of Cancer Research
830. Dr Tobias Kraeemer, Herriot-Watt University
831. Dr Charlotte Krabbe, King's College London
832. Dr Tim Krocher, MRC/UCL Laboratory for Molecular Cell Biology, University College London
833. Dr Dario Krpan, Social Policy, London School of Economics and Political Science
834. Dr Anne-Wil Kraaij, University of Oxford
835. Dr Marina Kuimova, Chemistry, Imperial College London
836. Dr Annapoorna Kuppaswamy, Institute of Neurology, Senior Research Fellow
837. Dr Zeb Kurb-Nelson, University College London
838. Dr Sara Kyne, Chemistry, University of Lincoln
839. Dr Orfeas Kypris, Computer Science, University of Oxford
840. Dr Andrew Kyriacou, Geography and Planning, Cardiff University
841. Dr Heena Lad, Mammalian Genes Unit, MRC Harwell
842. Dr Niall Lally, Medical school, Warwick University/UCL
843. Dr Christian Lambert, Clinical Neuroscience, St George's University of London
844. Dr Dan Lametti, Experimental Psychology, The University of Oxford
845. Dr Julian Langel, Department of Applied Mathematics and Theoretical Physics, University of Cambridge
846. Dr Alison Lane, Psychology, Durham University
847. Dr Amelia Lane, Institute of ophthalmology, University College London
848. Dr Timothy Lane, Geography, Liverpool John Moores University
849. Dr Stephanie Larcombe, FMRIB, NDCN, The University of Oxford
850. Dr Srimathy Lashley, Molecular Neuroscience, University College London
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856. Dr Rebecca Lawson, Institute of Neurology/Wellcome Trust Centre for Neuroimaging, University College London
857. Dr Andrea Laybourn, Chemical and Environmental Engineering, University of Nottingham
858. Dr Florian Le Goupl, Imperial College London
859. Dr Jennifer Le Roy, Materials, University of Oxford
860. Dr Alexander Lee, Zoology, University of Oxford
861. Dr Charlotte Lee, German and Dutch, University of Cambridge
862. Dr Diage Lee, School of Veterinary Medicine, University of Surrey
863. Dr Robert Lee, Psychology, University of Lincoln
864. Dr Vivian Lee, Institute of ophthalmology, university college london
865. Dr Helen Leggett, Genetics, University of Cambridge
866. Dr Per Kristian Lehe, School of Computer Science, University of Nottingham
867. Dr Douglas Leicht, School of Psychology, University of Kent
868. Dr Katharine Leney, Department of Physics and Astronomy, University College London
869. Dr Alastair Lemno, Chemistry, University of Bristol
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895. Dr Patricia Lockwood, Experimental Psychology, University of Oxford
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897. Dr Eleanor Loh, University College London
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902. Dr Harry Low, Life Sciences, Imperial College London
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907. Dr Christian Maeder, Neuroscience, Physiology and Pharmacology, University College London
908. Dr Louis Yp Luk, Chemistry, Cardiff University
909. Dr Claire Lydon, Chemistry, University of Manchester
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911. Dr Andrew Macaskill, Neuroscience, Physiology and Pharmacology, University College London
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920. Dr Marius Madu, University of Cambridge
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995. Dr Rebecca Melen, Chemistry, Cambridge University
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1004. Dr Jean-Francois Mercure, Land Economy, University of Cambridge
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1007. Dr Elizabeth Michael, Psychology, University of Cambridge
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1090. Dr Sandra Medina Villar, Chemistry, University of Bristol
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1092. Dr Mihalis Nicolaou, Computing, Goldsmiths, University of London
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1094. Dr Stuart Andrews, Experimental Psychology, University of Oxford
1095. Dr Imma Andrews, Psychology, University of Strathclyde
1096. Dr Philip Andrews, Psychology, University of Warwick
1097. Dr Henry Andrews, Psychology, University College London
1098. Dr Jeremy Andrews, Psychology, University of Manchester
1099. Dr Nick Andrews, Psychology, University of Oxford
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1120. Dr Andrew Andrews, Psychology, University of Leeds
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1223. Dr Qasim Rafiq, School of Life and Health Science, Aston University
1224. Dr Inyana Raghwani, Zoology, University of Oxford
1225. Dr Emmyloou Rahtz, University of Exeter Medical School, University of Exeter
1226. Dr Stephen Rainey, DeMontfort University
1227. Dr Patty Ramirez, Geography and Environmental Management, University of the West of England
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1234. Dr Michael Rassell, School of Health & Social Care, University of Lincoln
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1238. Dr Julian Reboud, School of Engineering, University of Glasgow
1239. Dr Daniel Reed, School of Biological Sciences, University of Manchester
1240. Dr Elin Rees, Emer, Queen Mary University of London
1241. Dr Tim Regan, Genetics and Genomics, University of Edinburgh
1242. Dr Emily Reynolds, Inorganic Chemistry, University of Oxford
1243. Dr Andrea Giovanni Reina, Department of Computer Science, University of Sheffield
1244. Dr Andrea Reinecke, Department of Psychiatry, University of Oxford
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1249. Dr Ramon Rey-Raposo, Astrophysics, University of Surrey
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1310. Dr Paul Sains, School of Physical Sciences, University of Kent
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1319. Dr Elena Sanchez-Heras, Cell Biology, University College London
1320. Dr Vanessa Sancho-Shimizu, Medicine, Imperial College London
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1322. Dr Joana Santos, Queens University Belfast
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1330. Dr Roland Schaette, School of Psychology, University of Oxford
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1332. Dr Kathrin Scherer, LMICB, University College London
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1340. Dr Sylvia Schroder, Institute of Ophthalmology, University College London
1341. Dr Franciska Schrod Williams, Geography, University of Nottingham
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232. Miss Claire Cashmore, Theoretical Astrophysics, University of Leicester
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234. Mr Antonio Cataldo, Psychology, University College London
235. Dr Silvia Catalon Ruiz, School of Physics, National University of Ireland in Galway
236. Mr Antonio Cataldo, Psychology, University College London
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<td>Dr. Asaf Farooqui</td>
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367. Mr Patrick Garfield Roberts, Nuffield Department of Orthopaedics, Rheumatology, and Musculoskeletal Sciences, University of Oxford
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430. Dr Amanda Hesgrave, Molecular Neuroscience, UCL Institute of Neurology
431. Dr Celine Heuze, Gothenburg University
432. Dr Simon Hickinbotham, Computer Science, York
433. Miss Bethany Hickon, Cellular and Molecular Medicine, University of Bristol
434. Mr Cameron Higgins, Engineering science, University of Oxford
435. Dr Colin Hill, Institut de Recherche en Astrophysique et Planétologie (IRAP), University of Toulouse
436. Dr Deborah Hill, Circulation and Medical Imaging, Norwegian University of Science and Technology
437. Mr Fraser Hill-Casey, Sir peter Mansfield imaging center, university of nottingham
438. Ms Rebecca Hindhaugh, IBERS, Aberystwith University
439. Dr Freya Hine, None (ex University of Nottingham)
440. Mrs Rebecca Hoddinott, NA
441. Dr Karen Hodgson, Department of Psychiatry, Yale University
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456. Mr Gregory Hunt, Physics and Astronomy, University of Leicester
457. Dr Simon Hunt, Dunn School of Pathology, University of Oxford
458. Mr James Hunter, Brighton Sussex Medical School
459. Mrs Carolin Hueb, University College London
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461. Dr Stephanie Hyde, Pall Life Sciences
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485. Ms Rosie Johnson, Physics and Astronomy, University of Leicester
486. Ms Schona Jolly, Cloisters
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546. Dr Morgan Lewis, Wolfson Centre for Age-Related Diseases, King's College London
547. Mr Jun Ying Lim, Integrative Biology, University of California, Berkeley
548. Mr Jeremy Lindley, Finance, York
549. Mr Arnaud Linder, Mathematics, INRIA Paris (France)
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663. Mr Anil Ori, Human Genetics, UCLA
664. Mr Peter Overbury, informatics, university of sussex
665. Miss Abigail Oyston, Lancaster University
666. Dr Ahmet Tugrul Ozdemir, Cognitive Neurobiology, Medical University of Vienna
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670. Mr Callum Parr, Center for iPS Cell Research and Application, Kyoto University
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673. Dr Charlotte Pascoe, Centre for Environmental Data Analysis , National Centre for Atmospheric Science
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676. Mrs Kate Payne, Anthropology , Durham
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681. Ms Fiona Pepper, Psychosis Studies, IOPPN, KCL
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804. Miss Joanna Starkie, Chemical Engineering, University of Cambridge
805. Mr Fabian Stenzel, PIK Potsdam, Germany
806. Dr Marcus Stephenson-Jones, Neuroscience, Cold Spring Harbor Laboratory (USA)
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812. Miss Giada Strinati, Science e tecnologie della produzione artistica
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832. Dr Gilbert Thomas-Black, University College London
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862. Ms Greta Vihma, Psychology, University of York
863. Miss Amy Vincent, Institute of Neuroscience, Newcastle University
864. Mr John Wadsworth, Educational Studies, Goldsmiths
865. Mr Konrad Wagstyl, Psychiatry, University of Cambridge
866. Mr Luke Wainwright, Institute of Neurology, University College London
867. Mr Konrad Wagstyl, Psychiatry, University of Bristol
868. Dr Nina Wale, Ecology & Evolutionary Biology, University of Cambridge
869. Ms Huarda Valdes-Laribi, Psychology, University of York
870. Mrs Rebecca Wallace, SCQuARE International
871. Miss Sophie Walker, BMI, EPFL
872. Mr James Watson, Psychology, University of St Andrews
873. Mr Stuart Watson, Psychology, University of Sussex
874. Dr Michal Wasowski, Geriatrics, Internal and Metabolic Bone Disease Ward, Postgraduate Education Medical Centre
875. Dr Laureen Waszek, Geology, University of Maryland
876. Dr Laura Watkins, Space Telescope Science Institute, Baltimore MD USA
877. Mr Stuart Watson, Psychology, University of Sussex
878. Mr George Weaver, University of Sheffield
879. Mrs Wally Weifelmyer, FU Berlin
880. Ms Isobel Weinberg, Institute of Neurology, University College London
881. Miss Henrietta Wellington, Molecular Neuroscience, University College London
882. Miss Julia Wells, Medicine, University of Southampton
883. Ms Fritha West, biological sciences, bangor university
884. Mr Kevin West, None
885. Mr Stuart Weston, MRC Laboratory for Molecular Cell Biology, University College London
886. Dr Darren White, Physics and Astronomy, University of Edinaburgh
887. Dr Sarah White, Radio Astronomy, Curtin University
888. Mrs Thilini Wickremasinghe, Biomedical, Anglia Ruskin university
889. Dr Stuart Wigby, Zoology, University of Oxford
890. Dr Ania Wilczynska, MRC Toxicology Unit
891. Miss Juliet Wilkes, Life Science, Sussex
892. Mr Jon Wilkinson, Private Health Care, British School of Osteopathy
893. Dr Roel Wijns, Radboud University Nijmegen
894. Ms Gwen Williams, Cardiff University
895. Dr Helen Williams, Earth Sciences, University of Cambridge
896. Dr Willy James Williamson, Division of Cardiovascular Medicine, University of Oxford
897. Ms Katharina Anna Wilmes, Biology, Humboldt-Universität zu Berlin
898. Miss Gemma Wilson, MRC Laboratory of Molecular Cell Biology, University College London
899. Ms Veronika Witzke, Department of Mathematics, City University London
900. Ms Louise Wong, University College London
901. Dr A Jamie Wood, Mathematics and Biology, University of York
902. Dr Benjamin Woolley, BE, CERN
903. Miss Elizabeth Worster, Institute of Neurology, University College London
904. Dr Rebecca Wragg Syken, PACEA UMR-5199, Université de Bordeaux
905. Miss Samantha Wray, Psychology, University of Bath
906. Dr Megan Wright, Chemistry, Technical University of Munich
907. Mr Paul Wright, School of Physics and Astronomy, University of Glasgow
908. Mr James Wrightson, Sport and exercise science, University of Brighton
909. Mr Simon Wyatt, Imperial College London
910. Ms Wei-mei Xu, Department of Earth Sciences, University of Oxford
911. Dr Sarah Yanites, Biological Sciences, University of East Anglia
912. Dr Katherine Young, University of California, Los Angeles
913. Ms Cassandra Yuill, Durham University
914. Dr Sabin Zahirovic, Faculty of Science, School of Geosciences, The University of Sydney
915. Dr Michael Zbyzisky, Computing, Goldsmiths College
916. Miss Eva Zeestraten, Cardiovascular and Cell Science research institute, St George's University of London
917. Miss Yanan Zhu, University College London
918. Mr Joseph Ziminski, Psychology, University of Sussex
Appendix C: personal statements from Early Career Researchers

1. "Losing Freedom of Movement is to me a larger worry than funding problems. Not only will it become harder to attract top EU scientists to the UK, UK scientists will find it harder to spend time in other laboratories learning new skills and techniques to bring back to the UK. Even if restrictions on skilled immigration were lifted, I have little faith in the Home Office successfully handling the increased visa workload given their recent track record.

My wife was born in Germany. We met studying for our PhDs in London. She is now a UK citizen and pays far more tax than I do in her current job. She would not have come to the UK without Freedom of Movement."  
Dr Tobias Wood, Post-Doc, Neuroimaging, King’s College London

2. "I am a scientist with a British National Overseas nationality (commonwealth). I have to go through more paperwork and pay more fees than EU researchers in order to conduct my research in the UK. I voted REMAIN during the referendum because I do not want to see my talented colleagues going through the same inconvenience I have to go through. Science is about knowledge exchange and being part of the EU had granted the UK a well-nurtured place for scientific development. I hope the government can maintain a policy that allows both EU and international researchers access to the resources they used to have, and setting fewer restrictions for researchers (both EU and international) to enter and work in this country."
Dr Gary Hong Chun Chung, Research Associate, MCB, University College London

3. "As an early career researcher, setting up my academic group I am extremely concerned about the effect that Brexit will have on the research capability of the UK. Currently I have 2 PhD students, one of those is from the EU and I have had numerous undergraduate students also from the EU. By limiting and prohibiting the free movement of students this will restrict the ability of UK institutions to engage with researchers in the EU and will hinder the relationships that I and many of my colleagues have spent many years setting up.
For the future of the UK as a research powerhouse we need to establish agreements with the EU for the easy passage of students and researchers to ensure that we are not left behind in the future."
Dr Helen Willcock, Materials, Loughborough University

4. "I am an EU immigrant and moved to the UK in 2007 to obtain my PhD in Cambridge. After spending two years at Harvard as a postdoctoral researcher, I returned to the UK, where I have been working at Imperial College London. I have performed high impact research at three of the best universities in the world and had planned to start my independent research career in the UK. My career would not have been possible without the freedom of movement guaranteed by the EU.

My partner (another EU immigrant with a Cambridge PhD) and I are seriously considering to move back to one of our respective home countries for the following reasons: 1) lack of opportunities caused by potential withdrawal of EU funding 2) restriction of freedom of movement for us as EU citizens 3) potential scrapping of EU consumer and employee protection schemes 4) having 52% of the country tell us that we're not wanted here."
Dr Jochen Brandt, Postdoctoral Researcher, Chemistry, Imperial College London

5. "I am an American citizen currently employed by the University of Bristol as a postdoctoral research associate. On 1 September, 2016 I will be accepting a new position as a Marie Skłodowska-Curie Postdoctoral Fellow in the department of Physiology, Development and Neuroscience at the University of Cambridge. I am a member of a small, high impact, field which studies invertebrate visual systems and their ecology. This field is extremely crucial for developing the theoretical foundation of bio-inspired technologies that sense, process, and produce light in a natural scene.

At my present career stage, I am working to establish a more mature role in my field as well as strengthen research ties between the United States and the United Kingdom. The research exchange between myself and both laboratories in Bristol and Cambridge is made possible by research funds available through England's membership in the EU (specifically the Marie Skłodowska-Curie Foundation). The opportunities presented by these research positions will shape the course and success of my future career in academia when I return to the United States."
Dr Kathryn Feller, postdoctoral research associate, Biological Sciences, University of Bristol

6. "As an ECR who works on projects that are related to mental health, in relatively hard to access patient groups, collaboration outside of the UK is paramount to the success of my work. Reducing access to collaborative EU funds and free movement of within-group collaborators will greatly reduce the quality, efficiency and credibility of my work."
Dr Emma Palmer-Cooper, Post-Doctoral Researcher, Department of Psychiatry, University of Oxford

7. "EU funding was a key component of me choosing to base my research in the UK. I am a British citizen, but undertook postdoctoral training in Canada, and had opportunities to establish my research team both there and in the US. I chose to return to the UK to establish my research because of the wealth of funding directed towards early career researchers, a key component of this being European funding. For example I have made applications to the ERC Starting grant, and the Marie Curie Career Integration grant. I now wonder if the vast number of early career scientists (British and otherwise) working in North America and beyond who are looking to establish their own research teams now see Britain as a much less attractive place with targeted early career funding now seriously limited."
Dr Richard Sloan, Lecturer, Blizard Institute, Barts and The London School of Medicine
Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)

8. "Without the opportunities provided by the EU Roboskin and EFlux projects, I would quite possibly neither have found UK research employment, nor built collaborative links with international academic institutions. Modern academia is an increasingly difficult work environment, and after Brexit I fear that many more British scientists will have to abandon their research careers."
Dr Simon McGill, Honorary Research Fellow, Informatics, University Of Sussex

9. "The referendum result and the consequent uncertainty in future funding and collaboration has already had the effect of making early career researchers reassess whether or not they wish to remain in the UK. Myself and many post docs I have spoken to are starting to consider seriously the idea of looking for research positions abroad at the end of their current contracts when previously they'd stated an intention to stay in the UK for the foreseeable future. I can only imagine that post docs overseas are crossing the UK off their lists altogether until some sort of road map for future UK participation in EU science, the future of UK research funding, and freedom of movement, has been established.

Leaving the EU is a bad thing for UK science. Uncertainty about the future and whether the UK truly is open for business for Horizon 2020 grants or European researchers working here, is absolutely crippling at present."
Dr Ian Ingram, PDRA, Green Chemistry, University of York

10. "Currently UK is one of the leading country in generating Science and knowledge. Science generates knowledge, and patents resulting in technology. This requires funding and UK and EU funding provide the opportunities to generate qualified people through PhDs and pots doctoral training. Science does know nationalities or country obstacles barriers. To keep as leading country, UK needs to be able to train their citizens (Bsc, MSc, PhD) by recruiting and now keeping the most competent and brilliant people in this area as well funding opportunities which also means provide the brilliant scientist to stay as well to avoid "brain drain"."
Dr Paromita Majumder, Post doc, Ear Institute, University College London

11. "Maintaining research collaborations and funding across Europe and free movement of researchers is essential for advancing not just UK but global science and solving the global challenges we are currently facing."
Dr Orly Razgour, NERC Independent Research Fellow, Biological Sciences, University of Southampton

12. "I along with numerous other colleagues are openly discussing leaving the UK at the first available opportunity. Not just EU nationals but British people like myself as well. We have little faith that the research environment here in the UK with be able to remain as competitive, welcoming and successful as it has been as a member of the EU. The loss of research funding opportunities, the possibility of it becoming much harder to recruit scientists from across the EU, the drying up of collaborative work (as is already happening with Horizon 2020) and the growing hostility towards EU nationals are all reasons for this.

I urge the government in the very strongest terms to come out with a clear, concise plan for the science environment in the future as soon as possible which would ideally protect the points made in the letter to which I have signed. Failing to do so will cause irrevocable damage to UK science and I predict a significant brain drain occurring if action is not taken immediately. Leaving the EU could become a disaster for UK science, however it does not have to be. With decisive government action many of the potential pitfalls can be avoided."
Dr David Stewart, post doctoral research assistant, Chemistry, University of Liverpool

13. "I am deeply concerned by the uncertainty brought by the Brexit regarding academic research and higher education in the UK. A clear statement should be made by the government as urgently as possible to support particularly early-career researchers and graduate students who want to study and work in the UK. The longer the period of uncertainty, the more profound and long term the damage will be."
Dr Julien Landel, Research Associate, Department of Applied Mathematics and Theoretical Physics, University of Cambridge

14. "I am 3 years post-PhD and have been lucky to secure a relatively rare University-based fellowship. Most colleagues of my age must try to fund their fellowships via UK research councils or European schemes, which is already very competitive. If these schemes are not retained/replaced, or RCUK funding is not increased significantly to compensate, less young scientists will be able to secure permanent university positions. In the longer term this would be very dangerous for UK higher education."
Dr Benjamin Mills, Academic Fellow, Earth and Environment, University of Leeds

15. "As a Spanish early career researcher based in UK, I consider that EU funding is vital for the development of our careers. I believe that future generations should have the same opportunities to do so, independently of what the result of the referendum said."
Dr Veronica Ferrandiz-Mas, Marie Curie Individual Fellow, Civil and Environmental Engineering, Imperial College London

16. "In my nearly six years of working in science in the UK I have greatly benefited from it being part of the EU, first of all as the European Commission funded my PhD (through a Marie Sklodowska-Curie early career fellowship), and second of all as it meant that I have been surrounded by amazing researchers and friends from all over Europe. I believe that my EU-funded experiences of living in countries other than my own and meeting people from all over the world have made me both a better researcher and better, more open-minded, person. While up until now the UK always seemed like the best place to build my career, the uncertainty about whether or not EU funding schemes will be continued is making me seriously consider leaving the UK once my current contract finishes."
Dr Benjamin Mills, Academic Fellow, Earth and Environment, University of Leeds
Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)

Dr Carina de Klerk, postdoctoral researcher, Centre for Brain and Cognitive Development, Department of Psychological Sciences, Birkbeck College

17. “Being a full member of the EU and framework programs such as Horizon 2020 is vital to UK science. Science is inherently collaborative and UK and EU institutions benefit from the ability to collaborate on a straightforward manner. My personal work as a postdoctoral researcher had been entirely based around EU funded projects worth top institutions in the EU. There is already evidence of UK institutions being excluded from potential new collaborations due to Brexit fears, which is bad for both UK science and science in general.”
Dr Kenneth Pierce, Research Associate, Computing Science, Newcastle University

18. “I did my PhD on one of the big European 6th Framework projects and am about to start a new Horizon 2020 project. My PhD is from K.U.Leuven and I am now at Edinburgh. I hope other researchers will equally get the same opportunities as I did. I profited from European research money which helped me in setting up networks with experts in Europe and has really kick-started my career in a positive way. Mobility is also important if we want to keep on attracting the best researchers, especially if UK universities want to retain their status at the top of international rankings.”
Dr Ellen Boeren, Chancellor's Fellow, Edinburgh, University of Edinburgh

19. “Lack of stability in research is already a big issue. I think Brexit make this even harder to accept. Therefore I think many researchers will simply make decision to leave the UK and work in countries, where they achievements are appreciated and the conditions of life more stable.”
Dr Zuzanna Michalak, Postdoctoral Research Associate, Clinical & Experimental Epilepsy and Neuropathology, Institute of Neurology, University College London and National Hospital for Neurology and Neurosurgery

20. “With specific grant schemes and the free movement of workers, the EU facilitates the scientific exchange within Europe. Besides the financial matters, a key aspect of EU grant schemes is "funding for research networks that bring together scientists from the EU (and beyond)" (V. Ramaskrishnan, Parliamentary Links Day Speech, 28th June 2016). Scientific collaboration within Europe enables to propose and implement research programmes that no single nation can afford. In the negotiations between the UK and the EU that will ultimately lead to the Brexit, the possibility of setting up these scientific networks between research groups in the UK and the EU should be guaranteed and enabled in the easiest way possible (i.e. schemes that would require more paperwork than today would be counterproductive). Scientific research in both the UK and the EU has a lot to lose in the current post-referendum situation.”
Dr Stephane Emond, Research associate, Department of Biochemistry, University of Cambridge

21. “Early-stage academics typically undertake the basic, fundamental research needed to develop their science into applied study and commercialisable products and services. However, the UK has decreased the relative amount of funding for basic science (so-called ‘discovery science’ funding) available through the Department for Business, Innovation and Skills (BIS). European Union science funding has come to fill this gap. It typically does not penalise workers interested in the most fundamental science, upon which everything else is based. If the UK leaves the EU funding mechanisms, the government must dramatically increase the amount of ‘discovery science’ funding available through the research councils (soon to be RUK). A failure to do this will see the UK slip far behind the USA, EU, China and emerging economies, who better appreciate the need for core research into fundamental science.”
Dr Andy Nowacki, Leverhulme Early Career Fellow, School of Earth and Environment, University of Leeds

22. “I fear that brexit will in the future lead to unintentional discrimination against UK researchers, with universities throughout the UK coming under pressure to abandon collaborations research efforts with European partners. Moreover, in my own research area of International Relations a substantial source of grant income is won directly from the European Union institutions. It is also a tad ironic that relatively speaking UK universities had, relatively speaking, an outstanding record of attaining European Union funding sources! However, it seems likely that UK academics will no longer be able to tap these sources. And what about the impact on admissions of oversees students. This is, after all, crucial given that a increasing proportion of University income is sourced directly from this cohort of students. Well it seems almost certain that the uncertainty over visas over the short to medium terms will alter the perceptions of these students who otherwise would have chosen to stay in the UK. Perhaps now other European counties (Italy, France, Scotland..) will seem more important. The effect of this may be predictable yet profound-less income!”
Dr Thomas Warren, Lecturer in International Relations, International Relations, University of Plymouth

23. “It is currently necessary to advertise a job for 12 weeks to employ someone outside of the EU. This is followed by getting an institutional letter of support, which takes another 6 weeks, and finally a visa, which takes another 6 weeks. Thus the total time to employ a non-EU researcher is 6 months. I despair if we will have to wait for 6 months to employ any researcher without a UK passport.”
Dr David Stillwell, Lecturer in Big Data Analytics and Quantitative Social Science, Judge Business School, University of Cambridge
Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)

24. "Early stage researchers are at the highest risk of seeing their careers affected by the funding and collaboration uncertainties sparked by the referendum results. Combined with the concerning growth of a hostility towards "experts", and foreigners in general, many of us (I am an EU citizen, long-term UK resident) are feeling unwelcome here, for the first time. It is likely that this will prompt many researchers to leave (several of my colleagues are already considering it), and many other, in the near future, to avoid choosing the UK as a desirable place to kickstart their careers.

Action is needed very promptly. Already UK nationals are being deemed as "risky" to be included in long-term European projects, and there is uncertainty on whether EU nationals will be equally "risky" if hired for UK research jobs. A delay of a few weeks or months in ensuring that the funding and status of science in the UK are preserved could potentially set us back for decades."
Dr Beatriz Mingo Fernandez, Postdoctoral researcher, Physics and Astronomy, University of Leicester

25. "My first post-doctorate position a visiting fellowship in science and technology policy in the United States. This position was created explicitly to encourage international travel by early career researchers. It was based on the idea that the flow of ideas between countries and institutions is a foundation of a healthy research environment. Brexit threatens to isolate UK early career academics by breaking institutions and programmes that have sustained the academic mobility. I am concerned about my future and might have to look elsewhere for adequate support in an isolationist context implied by Brexit."
Dr Joanna Boehnert, Research Fellow in Design, CREAM - Centre for Research and Education in Arts and Media, Westminster

26. "Five years out of my PhD I have published 21 papers in leading scientific journals, opened up new research fields, and began establishing a global reputation. Despite my efforts, it is increasingly difficult to win funding as an early career scientist. The UK science budget has been cut in real terms since 2010, and the prospect of loosing access to EU funding streams will further increase pressures on this woefully limited pot of money. The UK receives the lions share of EU science funding, and gets more back than it puts in. Not participating in this funding stream will compromise research excellence in the UK, lead to lost jobs and ultimately a brain drain as young scientists seek to establish their independent science careers in other countries. A generation of scientists could now be lost, the generation that we will turn to as the impending environmental crises of the 21st century intensify. We are well trained, talented, creative, ambitious, yet we have little opportunity and job security. There are few personal incentives for us to pursue careers in science other than our passion for the subject and the betterment of society. Please, do not give us any more reason to doubt our futures than we already have."
Dr Thomas Davies, Research Fellow, Environment and Sustainability Institute, University of Exeter

27. "Being part of the EU is vital for enabling researchers to collaborate effectively and receive the best training."
Dr Rebecca Charlton, Senior Lecturer, Psychology, Goldsmiths University of London

28. "Government must protect science funding and scientists ability to bid for EU funding"
Dr Pete Gardner, Research Associate, Institute of ophthalmology, University College London

29. "Brexit, as it stands now, will have a definite impact on funding and on attracting talented students/postdocs from EU and abroad. In fact, me and my family (also in academia) we are considering leaving the country and seek work in a EU state, although we have a permanent residency cards."
Dr George Mylonas, Senior Post-Doctoral Research Fellow, Surgery and Cancer, Imperial College London

30. "As a former recipient of an EU-funded Marie Curie Early Career Researcher PhD grant, I believe it is vital that the UK seeks to maintain funding to UK institutions in the wake of the vote to leave the EU. The benefits of EU funding to research, training and the UK's status as a global scientific leader will be irrevocably damaged if commitments to scientific and research funding cannot be assured. I urge the select committee not to take its responsibilities lightly, and to ensure that UK funding for research does not suffer. The livelihoods of thousands of UK-based scientists quite literally depend upon it."
Dr Daniel Carey, Post-Doctoral Research Associate, Psychology, Royal Holloway University of London

31. "Early career researchers will now require additional support from experienced colleagues to develop a successful grant track record, and as such will take longer to establish their independence and begin to lead successful projects."
Dr Marianne Coleman, Research Fellow, Health Sciences, University of Surrey

32. "As a direct result of the Brexit vote, three postdoctoral research associates (one German, two Italian) I employ or collaborate with have decided their future no longer lies in the UK. They are some of the most promising researchers that I work with, and had previously been very happy with the idea of settling in the UK and making a career here.

Nothing the UK can do now (short of a full U-turn on Brexit) will keep them here: even if we retain freedom of movement and EEC membership, they are still planning to leave. More than anything else, the damage that has been done by this foolish referendum is to the perception of Britain as an open, welcoming country where people of all nationalities can be successful. I am deeply distressed at this, and see no way to undo the massive damage this will do to our scientific prospects. I am settled in a good job in a UK university, but if I were not, or if conditions and funding opportunities in the University sector got significantly worse (as looks highly possible) then I would be looking to leave.

I would advise the Select Committee on Science and Technology to consider carefully how Britain could be made to look like a more attractive place to do science (though I do not know what the answer would be)."
Dr Nicholas Hine, Assistant Professor, Physics, University of Warwick
33. “My research over the past two years was funded 100% by the European Union. UK-derived funding for Early Career Researchers is increasingly scarce. I am considering moving my research to mainland Europe based because of uncertainties regarding career progression opportunities in the UK post-Brexit.

As a British Romanian immigrant, I believe the current UK population and government no longer share the values of inclusivity, acceptance, tolerance, multiculturalism, respect and altruism which my family fought to secure.

Sadly, I now believe career and personal development prospects for me and my future family are better outside the UK.”
Dr Ana Tiganescu, Post Doctoral Research Fellow, LIRMM, Leeds

34. “I originally came to the UK from the USA in 2003 to study for my masters at the University of York. The process of being accepted and obtaining my visa was easy, straightforward and not too terribly expensive. I stayed for my PhD and had a similar experience. I applied for jobs in the UK and the USA at the end of my PhD but was lucky enough to obtain my first postdoc, lasting three years, at the University of Manchester. I was sponsored for my work permit (still in existence in 2007?) and my employer dealt with most of my paperwork and everything came through ok, even though I had to finish my PhD in order to be eligible for the job. All was completed on time and if I may be so bold as to say, I thrived at my job in Manchester. We completed all the work we set out to do in good time. The experience was so rewarding that when my contracted time was up, although I again applied for jobs both in the USA and the UK, I was offered a job at the University of Cambridge. This was really the start of my understanding of how hard it can sometimes be to remain in the UK academic system by retaining the right to work. I think essentially based on a misunderstanding on the application form, I mistakenly ticked I was eligible to work in my own right and that the University of Cambridge was not willing to sponsor me. This was the first obstacle, but being a forward and blunt American, I asked for my new employer to at least cover my fee. Luckily, my employer was generous and willing to do that much, so my now slight ridiculous £800 fee for looking over my paperwork was paid. So I said righto and was extremely lucky in when I applied for Tier 1 work permit (or whatever it was called). If I were a year older and a month later in my application, I would not have been eligible. This was now in 2010 when there was one of the many changes to the right to work for non EU migrants. I was again lucky in my negotiations with my employer regarding the now even higher fee two years later when it came to renew my Tier 1 status. And finally, once I had put in my time and worked for 5 years I applied in person at an extortionate cost of approximately £1500 (which I paid myself) for the right to live and work in the UK permanently (so called permanent leave to remain). This was granted, but I found the procedure of either waiting up to 6 months for a postal application (as I’d always done previously) or applying in person, I had no option but the apply in person. While the increase in costs is substantial (£900 to £1500 if I remember correctly, I also needed to consider that I had elderly parents living in another country, so being passportless for a potential 6 months was not appealing or even an option. Particularly after my last application and all my documents was sent to someone else by the UKBA! Throughout this whole drawn-out process (I have not and will not apply for citizenship) I have been very, very aware of the changes that have been made to the immigration system. If I had come a year or two later, there is no way I’d be in my current job, as a lecturer in one of the UK’s highest ranking departments in my field. The routes to working as a postdoc after completing a PhD as an overseas student have been cut off one by one. Even in my history, I was incredibly lucky that my first postdoc allowed recruitment of overseas applicants! If not for this tiny stipulation and a boss who required the absolute best applicants the world could provide, I would not be here right now. I would have been shipped home, and my talents and potential would have been lost to the UK.

While I realise I come at this application as a former overseas student and not from the EU, I do think requiring the same process from students and staff coming from the EU would have a devastating effect on UK science. Can we not look at the difficulties experienced and the people we’ve sent away from the UK that weren’t part of the EU, as they didn’t meet the points requirement (as I nearly didn’t during my first non-sponsored application)? Can you imagine a newly graduated PhD student from Italy not getting a work visa because they didn’t earn enough in the prior year to qualify for a sufficient number of points? I’ve somehow navigated the system and now think I’m here to stay and plan to spend my working life within UK academia, but any minor change or hiccup along the way, and I would have been gone. We will lose so much good talent that I think the UK has come to rely upon if we cannot recruit easily and freely from the EU. Relaxing the regulations for non UK, non EU researchers and academic staff can’t help either....

Michelle St Clair, Lecturer in Developmental Psychology
Dr Michelle St Clair, Lecturer in Developmental Psychology, Psychology, University of Bath

35. “Funding for early career researchers is at all time low; opportunities that used to exist for young researchers have been swallowed up by changes to research council awards and the government’s crazy requirements on "impact" and industrial application. One lifeline was funding from European research councils, now also to be snatched away. International collaborations are afforded by the sharing of resources, the ability to move freely and close knit relationships being part of the EE allowed to prosper. British science, already in decline, is now in free-fall.

Consequently I have decided to accept a new post outside of the UK: I am leaving my country, regretfully, because I know I will have greater opportunities and a better career overseas. I will otherwise be frozen out of grant applications, will have fewer visitors and less travel to my collaborators and I will find it even more difficult to find research grants and job stability. Will the government cover the 15+ billion pounds shortfall that losing access to EU funds will leave? I doubt it. Can I carry out research isolated and alone? Definitely not. I voted to remain - now we’re out I am leaving. ”
Dr James Edwards, Fellow, Mathematical Sciences, University of Bath

36. “If the decision to leave the EU was taken this time 7 years ago, I seriously doubt whether I would have moved to the UK to pursue a research career here. I imagine many of the most promising EU citizens considering coming to start their research
37. "The effects of Brexit on scientific research in the UK are potentially catastrophic for our universities, our centres of excellence, and for retention of talent. This includes UK citizens who will leave Britain for more collaborative and well funded research institutions in other parts of Europe and the world. The government must take steps to ensure that movement of students, research staff and access to joint EU funding will not be affected should the UK carry through on leaving the EU. I personally know of three families of mixed citizenship (UK, EU and Canadian) who are now actively looking for their next research posts outside of the U.K. The possible "brain drain" is not to be underestimated if steps are not taken as soon as possible to retain funding and talent." 
Dr Melanie Lawrence, Postdoctoral Research Fellow, Centre for Integrative Physiology, The University of Edinburgh

38. "Currently waiting for outcome of ERC Starting Grant" 
Dr Claudio Tennie, Lecturer, Psychology, University of Birmingham

39. "Restricting the movement of talented researchers would have incredibly detrimental effects on the scientific research community in the UK. Science is a driving force of a successful economy and anything which endangers it should be considered very carefully. A referendum result with such devastating implications should not be acted on without very careful thought to its consequences." 
Dr Marina Parry, Postdoctoral Research Scientist, CRUK MI, University of Manchester

40. "Science is, by necessity, a collaborative effort. In order for science to thrive in the UK we need to attract and retain early career researchers and that means maintaining a solid and reliable level of funding, and it means maintaining international collaborations. These have been put in jeopardy by "brexit" and it vital that action is taken to ensure this does not have a devastating impact on UK (and international) science." 
Dr Lucy Cheke, University Lecturer, Psychology, University of Cambridge

41. "There is great concern amongst the early career research community about our future. To get to the stage we have has taken considerable work and dedication. We are now very angry that all that hardwork will potentially be undone by a reckless shortsighted government. ERC funding is central to our future employment prospects. If this is snuffed out by BREXIT, you will see a mass exodus of skilled researchers leaving for Europe." 
Dr Aimee Little, Research Associate on ERC Postglacial Project, Archaeology, University of York

42. "Like many early career scholars, my first job was offered through a ERC funded 5 year-long project. I have had the opportunity to travel and attend or host international symposiums where I have met colleagues from all over Europe, as well as the US and Latin America, expanding the horizons of my knowledge. It is this diversity, and the contact with the people who are leading the latest discussions in my field that are driving my research and passion for the topics I explore. I would also like to highlight that there is an important gender component in early career schemes since many female researchers need the support of stable and flexible research positions if they want to conciliate professional careers with family life while remaining competitive. This was my case and the case of some of my colleagues. This is why I would like to emphasize how important the support to the ERC is, especially for all of us who have been formed here in the UK research system and want to contribute to efforts to reach universal knowledge in our fields of expertise. I truly hope the UK House of Commons Select Committee on Science and Technology will take these facts into consideration." 
Dr Carmen Sepulveda-Zelaya, Research Associate, Politics, University of Manchester

43. "I wish for the select committee to know that the EU referendum has had considerable negative impact on Early Career Researchers. The most severe immediate impact is the absolutely alienating effect of the UK turning its back on the world, ramping up already incendiary xenophobic rhetoric, and forcing those with the wherewithal to do so to consider leaving. The pain of friends and colleagues not 'born British' having their lives uprooted, insults shouted at them in Costa coffee at 9am in the morning, and their careers put in jeopardy by Brexit has been extreme and eye opening; as freedom of movement is a huge part of a research career this is a personal impact for any research team in the UK. This unpleasant atmosphere has forced me to consider moving myself.

The second impact is more professionally damaging: the withdrawal of the UK from the main funding source -- Horizon 2020 -- for my particular type of position, post doctoral researcher, which is not supported by teaching but is meant to deliver pure research. Not only are UK researchers being asked to drop out of collaborative projects because of the uncertainty over access to H2020 funds, it has also been necessary for me to reconsider hosting any future research in the UK. There simply are not sufficient funds available to maintain excellence in research in the UK. If access to H2020 funding and similar pools where the UK previously attracted a larger share of support is cut off, there is no reason to think that the large body of highly mobile international ECRs would be in any way interested in a parochial, underfunded research system. I certainly have begun actively looking outside the UK for future opportunities." 
Dr Brenna Hassett, Post Doc, Earth Sciences, Natural History Museum*

44. "The United Kingdom's membership of the EU, and the benefits that flow from that in terms of freedom of movement, ease of recruitment, collaboration and funding, is a major factor in its attractiveness to me, a New Zealand scientist with a University of London PhD, working in HE in London's Knowledge Quarter. The current exercise being undertaken by the Select
Committee appears to be one of damage mitigation - staunching the flow of blood from a self-inflicted wound, rather than a bold leap into a promising future. In my view, there is nothing to be gained from leaving the EU, and the best you are going to be able to achieve after exit negotiations is near-parity with the status quo. The UK is essentially asking us to fight to retain the benefits that we already enjoy as EU scientists, with no proposals for replacement or enhancement of them, which is a major distraction from our usual work and a disincentive to stay here.

As a non-EU citizen I am keenly aware of the increasing difficulties that this Government has imposed on migrants obtaining permission to work. I will be very surprised if, following secession from the EU, visa permissions for non-EU scientists are made any less troublesome than they are now.

Dr Michael Doube, Lecturer, Comparative Biomedical Sciences, The Royal Veterinary College

45. "To develop as a society, we need to continue to improve our health, our working conditions, our education, and our general social and economical wellbeing. This is why we study and research: pursue of the knowledge required so that we can understand how our world, our bodies and minds work. It is too big a task to do isolated. Research requires interaction with minds from all over the world, with freedom of movement and common access to funding as well as infra-structure. It is a strategic mistake to remove us from this global research environment that Europe benefits from, where people and goods can travel at ease and projects and funding can be shares. We are sure to progress faster and better if we remain within this bustling environment and we urgently need more funding, not less!"

Dr Catarina Henriques, Vice Chancellor's Research Fellow, Oncology & Metabolism, The University of Sheffield

46. "My wife and I are US citizens and moved to the UK in 2011 because of the outstanding environment for neuroscience research at UCL, which is made possible by access to EU funding and especially the free movement of EU researchers. I was recently awarded a Career Development Award from the MRC to set up my own research group at UCL focused on the neural circuits affected by depression and other psychiatric disorders. I had the option to return to the USA, but decided instead to remain in the UK because of the UK's ability to attract talented young researchers to tackle important scientific questions relevant to the well-being of all. The government must ensure that the benefits of EU membership for scientists are retained post-Brexit, or the UK will become a much less attractive place to do research and may well lose its place as a world leader in science."

Dr Robb Rutledge, Senior Research Associate, Max Planck UCL Centre for Computational Psychiatry and Ageing Research, University College London

47. "I am an EU citizen (Belgian) and I was drawn to the UK as a centre of academic excellence, which is why I chose to apply to UK jobs (I had a permanent academic job on the continent). I fear that if the UK cannot retain access to EU funding and cannot hire academic from the EU, the universities will slip from their globally prominent position in research. Hopefully, the government will be able to negotiate a deal that involves these features."

Dr Helen De Cruz, Senior Lecturer, Department of History, Philosophy and Religion, Oxford Brookes University

48. "I am an early career researcher - I finished my PhD in 2015. I currently work as a researcher in the UK (fixed term contract), but always look out for opportunities on mainland Europe for my next position. I am worried about the impact this will have in terms of less funding and therefore fewer ECR opportunities in the UK, and restricting my access to working in the EU. I also have Irish citizenship and am strongly considering using it to move to the EU and work/live solely in EU countries, as I think there will be more opportunities for me there in light of expected Brexit impacts. I am also strongly considering emigrating abroad (outside Europe) where I will be able to progress my career. If I was finishing my PhD now I would not even consider looking for roles in the UK but would move to the EU or elsewhere immediately to begin a research career."

Dr Patty Ramirez, Research Associate, Geography and Environmental Management, University of the West of England

49. "My colleagues from the EU feel unwelcome because of the Brexit result. Their hard work and investment in research benefits the UK. Please ensure they remain and that others wanting to come from the EU can do so easily."

Dr Edward Bracey, Research Associate, Life Sciences, University College London

50. "Our work demands collaborative interactions with the widest group of scientists possible. We're just making scientific progress harder by placing barriers between good scientific practice.

A lack of access to E.U. projects, E.U. funding calls, academic jobs in the E.U. and E.U. talent will reduce the U.K.'s scientific standing."

Dr Bradley Elliott, lecturer in physiology, Biomedical Sciences, University of Westminster

51. "Grants from the European Research Council for early career researchers are currently the gold standard for researchers pursuing a career in academia, with those securing one of of these prestigious awards essentially being guaranteed a permanent position. If the UK leaves this funding scheme it will make it even more difficult for early career researchers trying to make the transition from a fixed term to permanent contract, and larger numbers are likely to have to leave the UK in order to make this transition."

Dr Nicola Nadeau, Research Fellow, Animal and Plant Sciences, University of Sheffield

52. "Currently a lot of funding for basic science comes from ERC and it would be terrible for uk science if this funding was not replaced in some way."

Dr Shaun Coutts, Post doc, Animal and Plant Sciences, University of Sheffield
Joint written evidence submitted by
1,640 UK-based Early Career Researchers (LEA0104)

53. "Take back control: stay in Europe!"
Dr Diederik Liebrand, Postdoctoral researcher, Ocean and Earth science, University of Southampton

54. "Together with many colleagues, citizens of the UK and others, I was devastated by the Brexit referendum result. I have no idea how it will all unfold and hope that the British government will protect the people who are actually making Britain great! That includes all scientist, of whom many are EU citizens and came to work in the UK feeling not only part of a great University in the UK or the UK research network but also part of the EU network of scientists. To not be part of this network would have such a negative influence on the work done. Not only do UK universities receive lots of EU funding, we get excellent students on EU scholarships, and the free movement provides many of us here with excellent jobs - for which the future is uncertain. What will the UK government do to ensure that we can support young EU researchers building their careers in the UK and to attract others? If the UK loses this support it will be a very sad future for science in this country."
Dr Emma Robinson, Postdoc, Computing, Imperial College London

55. "Having carried out my PhD in France via an EU funded project FP7, a Marie Curie international training network, I don't want to bridge to be pulled up after me for up and coming researchers. We need science and progress more than ever to address the impacts and responses to climate change. Please make science collaboration, and participation in EU science projects, a priority for the Brexit negotiations."
Dr Katherine Crichton, Post-Doc Research Associate, School of Earth and Ocean Science, Cardiff University

56. "I hereby support everything written in the above statement. I started my position as University Lecturer six months ago and the next few years are important for me to attract funding and establish a research group. While the UK negotiates the leave from the EU during this crucial time in my career, I foresee great insecurity in funding sources. Furthermore, the ERC appears to provide the best source of funding for fundamental research in my field, and an equivalent UK-based replacement-scheme would be needed depending on negotiation outcome. I feel sadness if the student population looses some of its diversity coming from EU citizens, and if it becomes more difficult to attract graduate students from the EU. I am afraid the UK will have an increasingly difficult time maintaining a leading research position to attract and retain top researchers. With a further dropping of the pound, academic salaries in the US could appear to double those in the UK. I am sure US institutions will not hesitate to point this out when they start to make offers to our top researchers."
Dr David Carter, Postdoctoral Research Associate, Ophthalmology, University College London

57. "Despite its relatively small size, the UK has always been at the forefront of worldwide science and has many of the world's leading research institutions. Vital to the work of these institutions is not only the funding the EU provides, but more importantly is the work and ideas of academic staff and students from the EU who contribute immeasurably to the research and community. There is no doubt that leaving the EU will have a significant adverse impact on the academic output of and research environment within our Universities."
Dr Tomoki Arichi, Clinical Lecturer in Paediatric Neurodisability, Department of Perinatal Imaging, King's College London

58. "I am a Hispano-Mexican chemist, nanotechnologist and biophysicist with strong links to the UK, having lived here for 8 years and having developed close personal relationships. As my PDRA contract is near the end I was seeking employment at a UK-based industry and now my immediate future life lies in limbo. I might take my research elsewhere (alongside my PDRA, biophysicist English partner), and that might mean losing contact with my student and collaborators. This might sound like an anecdote, but is the reality that most of us, EU workers face."
Dr Ana Lorena Morales Garcia, PDRA, Physics and Astronomy, The University of Sheffield

59. "Involvement in European wide science programs is not dependent on EU membership but if science is treated as a side issue in the political decisions to come it will irreversibly damage the reputation, effectiveness and future of the UK as one of the premier scientific countries in the world. Please ensure the future of UK science is high on the agenda for all politicians."
Dr Sanne Cottaar, University Lecturer, Department of Earth Sciences, University of Cambridge

60. "I am funded by an ERC Starting Grant and I worry that such funding won't be available once we leave EU."
Dr Pier-Emmanuel Tremblay, Assistant Professor, Physics, University of Warwick

61. "I am a researcher at Imperial College London, and am very concerned about the Brexit vote and what it means for the future of UK science. It is likely that leaving the EU will lead to a significant reduction in funding and top talent. As a woman and a mother, it is already incredibly difficult to compete in the academic world, where contracts are short and workloads are already barely manageable. If it becomes likely that competition for funding gets tougher I, and many like me, will probably leave and look for contracts abroad. I have also heard from top professors at my university who have said they plan to leave the UK for Europe. I think it is likely that, unless guarantees are made on the security of European jobs and collaborations, there will be "brain drain" of top talent. This would have a detrimental impact to our status as world leaders in science and technology."
Dr Emma Robinson, Postdoc, Computing, Imperial College London
62. "Encouraging students and researchers from the rest of the world is imperative to continuing the amazing research we do in the UK."
Dr Rebecca Smith, Post-doctoral fellow, Medical School, University of Exeter

63. "Inter-disciplinary international collaboration is vitally important for the progress of science and engineering within the UK. As an early career researcher, I currently collaborate informally across Europe, and benefit from working with excellent EU colleagues at the University of Leeds - they make up a key element of our research community. Brexit could seriously damage the ability of the UK to attract international staff - whilst also influencing UK-based researchers to look for future positions overseas if the current research environment cannot be maintained."
Dr Claire Brockett, University Academic Fellow, Institute of Medical and Biological Engineering, University of Leeds

64. "I have worked within the science community for over 10 years in both pharmaceutical, government and academic laboratories. I recently completed my PhD (part time whilst working as a full time research assistant) within the field of Parasitology, at one of the world's leading institutes for Tropical diseases. Through my career I have been involved in research and emergency action on the bird flu outbreak, the most recent foot and mouth outbreak and also developed new antimalarials, all within UK laboratories that host the leading scientists and professors. Funding for research is hard enough without having the pot dwindled further by poor decisions within government. Our careers are unstable and reliant upon soft-funding obtained from these research councils (with only a 14% success rate), and we are ok with that, we knew the score when we embarked upon a career in scientific research, we are not ok with having funding taken away due to government making a poor decision to leave the EU. I rely not only on that funding, but the expertise of my European colleagues and collaborative laboratories to help push the boundaries of scientific research."
Dr Hollie Burrell-Saward, Research Associate, Immunology and Infection, London School of Hygiene & Tropical Medicine

65. "Throughout my work, projects have relied on and been made great by collaborations with non-UK citizens that have been made possible or easier due to freedom of movement and available grants. I am currently working on an EU funded research project involving collaboration with EU based research institutions and UK and EU based small businesses, which has potential commercial outcomes with long term benefits of all involved. Faced with the very real possibility of leaving the UK, I worry about the future of UK based researchers such as myself, and the reduced number of job and funding opportunities that will be available to us. I worry that strong, productive relationships with non-UK universities and research institutions (from which I have benefited in the past) would threatened, and I worry that the diverse and vibrant research community in the UK, which is enriched by the presence of non-UK researchers, will be lost. Freedom of movement and collaborations outside the UK are essential to UK research institutions."
Dr Adam Parkinson, Research Associate, Computing, Goldsmiths

66. "As a European working in the United Kingdom I have benefited greatly and continue to rely on EU funding for my career development and research. I have been fortunate to have been the recipient of two EU fellowships (The Marie-Curie Scheme) in my career which have directly led to my current appointment in a UK University. I have already experienced hesitancy and worry about UK collaboration from other European researchers and it is vital that the government act quickly to stem the loss of confidence in the UK research sector. Science cannot work in a vacuum and neither can UK universities."
Dr William Megarry, Lecturer in Geographical Information Science, GAP, The Queen's University Belfast

67. "Diversity is the key to pursue innovation. Please keep free movement to grant researchers to travel from/to UK" Dr Laura Ferrarello, Visiting Lecturer, School of Communication, Royal College of Art

68. "I moved back to the UK from US in 2013 with my decision to move based on the relative appreciation of Science within the UK political climate. Brexit, with the implied potential of funding sources and successive austerity budgets mean that if I were in the same position now I would not have chosen to further my career in the UK. Whether it is possible for the UK to remain a world leader in scientific research will be massively dependent on what decisions are made in the next few months."
Dr Kevin Hamill, Lecturer, Eye and Vision Science, University of Liverpool

69. "The UK is currently one of the most attractive countries in which to establish a scientific career. I have just moved to London funded by the EMBO postdoctoral fellowship and among other things, I wish that these type of funds allow future researchers to come to the UK."
Dr Teresa Rayon, Postdoctoral Training Fellow, The Francis Crick Institute, Mill Hill Laboratory

70. "It's scandalous that the UK's reputation for research and development is being jeopardised by the decision to leave the EU. This decision was made by an ill-informed public, with a tiny majority, and is not legally binding. Failing to reverse it will do irreparable harm to the UK's scientific output."
Dr Fintan Nagle, Postdoc, Institute of Cognitive Neuroscience, University College London

71. "We are already seeing signs of damage to UK research as a result of the referendum vote. I join other ECRs in calling on the government to protect UK research and the people it employs. It's vital that the UK retains access to funding, freedom of movement and collaborative opportunities."
Dr Emmylou Rahtz, Associate Research Fellow, University of Exeter Medical School, University of Exeter
72. "My team's research aims to improve the lives of children with rare diseases of the eye and vision. Whilst rare diseases individually affect fewer than 5 per 1000 individuals, overall at least 1 in 20 people have a 'rare' disease. In order to answer the key questions on these uncommon disorders in any meaningful way, we need to gather data on a large number of affected children. This requires not just a multi-centre but also a multi-national approach, as recently recognised by the EU (and also by the UK’s Department of Health). Post Brexit, it has already become clear that UK medical researchers, and therefore children in the UK, are at risk from being excluded from relevant EU funding schemes. It is imperative that the UK Government act to ensure that this does not happen."
Dr Lola Solebo, Academic Clinical Fellow, Institute of Child Health, University College London

73. "PhD in Neuroscience from UCL. Lecturer and researcher at St George's investigating cortical pathology in schizophrenia." Dr Caroline Copeland, Lecturer in Neuropharmacology, Institute of Medical and Biomedical Sciences, St George's, University of London

74. "As well as the incredibly important points regarding grants and funding raised in the main submission, I would like to focus on the importance of maintaining an international outlook and continuing to encourage the movement of researchers to the UK (and from the UK to the EU). Leaving the EU is likely to reduce the movement of researchers into the UK, which therefore risks reducing potential for both information sharing and research collaboration. This is likely to have a particularly large impact during the formative early years of a research career. During my own time in research (a total of eight years now), my breadth of knowledge has been immeasurably improved by direct contact and conversations with researchers from a variety of other countries. Recent use of EU citizens resident in the UK as political pawns for negotiations sends out a terribly negative message about our attitude towards their immense value, and I feel very disappointed that this tactic has been used. I therefore want it to be made clear that the UK still wants to maintain a global, cross-border, perspective on research, and to make an active effort to encourage movement of researchers to and from the country." Dr Alexander Mastin, Research Fellow in Ecological/Epidemiological Simulation Modelling, School of Environment and Life Sciences, University of Salford

75. "I will take up a fellowship at CERN later this year, funded within the Marie Sklodowska-Curie Actions under the European Commissions Horizon 2020 Programme. This is an incredible and prestigious opportunity that I want to remain available to the next generation of scientists in the UK." Dr Liam Paul Gaffney, Post-doctoral Research Associate, University of the West of Scotland

76. "I first came to the UK for a research internship during my degree in Germany. Originally, this was a second choice - the internship I really wanted was with a researcher based in Zuerich, but unavailable at the time. However, research at UCL blew me away. This was a dream come true, science the way it should be: A truly international and collaborative endeavour, simply unique in its productiveness. After I completed my degree I came back, was accepted on one of the most competitive PhD programmes of the world and by now spent seven years contributing to the dream of truly globalised science. Until recently, I thought this dream was quintessentially British. I sincerely hope the government will do anything in its power to stop it from being turned into a nightmare of provincialism." Dr Ben de Haas, Postdoctoral research fellow, Experimental Psychology, University College London

77. "European scientists have played a pivotal role in perhaps one of the most exciting recent developments in psychiatry: Immunopsychiatry. Basic and applied research from European scientists offers the very real prospect of developing/repurposing immune therapies for patients with common mental illnesses such as depression. https://www.theguardian.com/science/2014/dec/20/anti-inflammatory-drugs-could-fight-depression-immune-disorders

This research is inherently collaborative, drawing on expertise in psychiatry, immunology, neuroscience, bioinformatics and medical imaging. Many of the worlds leading international groups are based in Europe including Sweden, France, Germany, Switzerland, Ireland, UK making progress in this field a truly international endeavour. Following the Brexit vote, it will be essential to ensure access to research grant funding that continues to support pan-European collaborations to allow UK based researchers to continue to flourish in this rapidly emerging field and ensure that the UK plays a leading role in the development of new immuno-therapies for our many patients with severe and disabling mental illnesses."
Dr Neil Harrison, Reader in Neuropsychiatry, Brighton & Sussex Medical School, University of Sussex

78. "It's not only the loss of funding opportunities and the loss of valued EU colleagues that hurts me and my field. We are also suffering from the severing of international ties - we are no longer good partners for big international projects and large-scale data collection and analysis. Given the centrality of Big Data projects to cutting edge biomedical research (which the UK govt has previously identified as a key area it wants to promote) we are going to lose out enormously by not being in these projects. Personally, I am looking at my 9 years of expensive specialised training and struggling with what to do next. I am a good scientist, but it feels as if there is no longer a place for me in UK academia or Europe." Dr Lucy Freem, Research Fellow, The Roslin Institute, University of Edinburgh

79. "I urge the UK government to ensure that the benefits of EU membership are retained or replaced, long-term, for early-career UK-based researchers." Dr Carolina Rezaval, Postdoctoral researcher, Centre for Neural Circuits and Behaviour, University of Oxford
Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)

80. “Loss of access to EU funding, people, and movement is not just going to be an inconvenience, but a potentially career ending outcome. Working in a small niche field, the half-dozen people in the world who work in my area collaborate over national borders. Our science is not a funding priority in the UK but very well funded by EU schemes; even if the government covers the funding gap, the design of UK schemes means our area will still likely lose out. I am as successful as I am because I was able to easily exchange and gain a fellowship in Europe, and developed collaborations there which have enduring outputs. Research needs the free movement, the funding, and the community that the EU enables.”

Dr Peter Rowley, Senior Scientific Officer, School of Earth and Environmental Sciences, University of Portsmouth

81. “I’m originally from Australia, and have greatly enjoyed the opportunity to have worked in Europe for the last seven years. While the UK will continue to strive ahead in its research, I’m saddened by the prospective loss of opportunities for joint projects, funding, and easy travel that the EU has afforded. Additionally, the UK will struggle to attract the top-quality students from elsewhere in Europe that it currently attracts when they are faced with the higher fees and uncertainty about possible continuing projects. All in all, there are huge risks to research (and to the university sector as a whole) associated with leaving the EU, and I hope the UK finds ways to work closely with the rest of Europe into the future.”

Dr Cameron Hall, Postdoctoral Researcher, Mathematical Institute, University of Oxford

82. “Our research focuses on developing life improving therapies for patients suffering with glaucoma. Not only are a number of our projects funded by EU grants, our team comprises of several members from EU countries. As we know, great work requires great people & working in such a niche field means we have to cast our recruitment nets wide to attract the brightest & best researchers. Leaving the EU will not only limit our funding opportunities, that are already extremely competitive & already underfunded compared to other nations, but will also prevent us from building the best research team to deliver on our research promises. The knock on consequences will be fewer projects, fewer jobs & opportunities for budding researchers. Ultimately our research output and impact will decline as will our status of one of the world leading scientific and academic nations.”

Dr Amanda Barber, Research Fellow, Clinical Neuroscience, University of Cambridge

83. “Brexit is a disaster for the economy and UK academia for sure. The repercussions will take years to manifest for UK science.

As a European national (with a doctorate from an UK institution and now works for one as a senior lecturer), I have started looking for opportunities for research in Europe and I don't know of any EU national in higher education who is not considering the same. Brexit will clearly isolate the UK: braindrain and no braingain.

The important question now is how the government will respond to the dangers ahead and support its higher education. I wish the UK the best of luck: it's an amazing country with a great higher education system.”

Dr Thor Magnusson, Senior Lecturer, Music, University of Sussex

84. “I am married to a German National who works in science outreach in the UK. If she is made to feel unwanted in the UK then I would consider leaving the UK. I know many other researchers in my position where by we have greatly benefited to date both academically but also socially and changes to either of these areas would be a very sad thing. The UK has always made a point of giving the most for some of the least spent on Science and Engineering research. This should not be seen as a good thing and I worry that with less funding this stat will be stretched even further. I also worry that for the next 4 years or so the UK will be paying in to the Horizon 2020 funding pot but will not get anything back in return as we are seen as being too risky; In this way the UK is throwing away millions of pounds. A close eye needs to be kept on this making sure that the UK gets its fair share of the funding it is putting in back until we/ if we actually leave.”

Dr Oliver Payton, Research Fellow, Interface Analysis Centre / Eng Maths, University of Bristol

85. “My PhD was funded by the European Social Fund aimed at training students and skilling up a workforce living in deprived areas of Wales. It has been a wonderful opportunity which I fear will not now be available to others. I fear for the future of funding HE opportunities within Wales. ”

Dr Jillian Grey , Research Assistant , DECIPHer , University of Cambridge

86. “As an EU citizen the prospect of the UK leaving the European Union and the consequences that may follow with regards to freedom of movement between European countries as well as access to EU funding worried me to such an extent that ahead of the referendum I have started looking for job opportunities elsewhere in Europe where these restrictions do not apply.”

Dr Benjamin Hennig, Senior Research Fellow, School of Geography and the Environment, University of Oxford

87. “I completed my PhD in 2008, spent time is the USA for postdoc and recently started my independent lab at UCL supported by a fellowship from cancer research uk. To succeed over the 6year span of this grant I need to build a lab of 6-8 people to carry out my vision with me. I will need to apply for an ERC starting grant and my postdoctoral need to find themselves via schemes such as Marie curie fellowships.

My first postdoc is Spanish and really excellent. Finding enough staff with this level of talent is impossible from within the UK alone.

Science is an international collaboration, without full access to the talent and funding of the EU my lab will not succeed. I will leave this career or continue in another country which values innovation and discovery.”

Dr Sophie Acton, Junior group leader, cancer research UK career development fellow, MCB, University College London
Joint written evidence submitted by
1,640 UK-based Early Career Researchers (LEA0104)

88. "The public was gravely misled by those campaigning to leave the EU. A large undecided portion of the UK electorate was swayed by figures and promises which were disproved or withdrawn only hours after the referendum result was announced. The British people were also used to a 'first past the post' voting system at the time of the referendum - a system which lends itself to protest votes among those who assume their choice will not affect the overall outcome. Many of these people express deep regret and the desire to change their choice in retrospect. As such there is not enough of a basis that the referendum result reflects the true will of the people as to plunge the future of UK science into uncertainty by leaving the EU."
Dr Nicholas Weise, Manchester Institute of Biotechnology, University of Manchester

89. "I am an early career STEM researcher and know that EU funding and freedom of movement are both key to progress in STED research in the UK. Please negotiate access to this funding and participation in free movement within the EU to enable this research to continue."
Dr Emma Hall, Postdoctoral Research Fellow, IGMM, University of Edinburgh

90. "I am a British citizen, and a British trained scientist. I am currently working in the USA on a temporary knowledge exchange visa (J1). The impact of the UK leaving the EU will negatively impact my research career when I return to the UK. Grants and funding available to me will be reduced if I can not compete for EU funding and by not being involved in EU funded projects collaboration and connection with my EU colleagues will be seriously reduced. These will all have a negative impact on the quality, quantity and relevance of UK based science."
Dr Navjit Sagoo, Post Doctoral Associate, Geology & Geophysics, Yale University

91. "As an early-career researcher, I am in a prime position to apply for EU funds to continue cutting edge research while being based in the UK. These funds not only progress science, but employ additional skilled labour that in turn help secure more funds in the future. This cycle helps keep UK Universities as a pinnacle of world-leading research. Continuing similar scientific relations with the EU mean not only additional financial backing for UK research on a level the UK Government has not matched previously, but it also means fast and easy collaboration with irreplaceable experts based in the EU. Minimising the barriers for collaboration alongside freedom of movement for skilled labour in particular is important here for generating and maintaining the more ambitious projects that secure the largest sums of scientific funding.
UK Universities are world leaders at the moment and this is one of our major selling points to the world. Continuing similar scientific EU relations is a linchpin that holds this together. If we leave EU funding on the table, UK Universities will start a downward trend that the UK government will not be able to stop alone."
Dr Giles Hamilton-Fletcher, Research Fellow, School of Psychology, University of Sussex

92. "I hold a relatively prestigious EU-funded fellowship (the Marie Skłodowska-Curie fellowship), hosted at one of UK's top academic institution. I specifically chose to come to here, from Switzerland, and to do so using this EC-funded path. I think this has given me and other fellows of the same kind immense opportunities and that, in turn, this has benefited greatly the UK research and economic area as well. I really hope that, with the so-called Brexit, we will not see an end to such developments, as it is clear how detrimental it would be for the entire series of parties involved."
Dr Ioana Carlson, Marie Skłodowska-Curie Fellow, Computing, Imperial College London

93. "In addition to the joint submission, I would like to add that for EU-nationals, problems with hiring and being hired will not begin only when the UK formally leaves the EU - they have already started. Many ECRs work on fixed term research or teaching contracts until they find a permanent position. This type of temporary post is a normal career stage that allows young researchers to gain experience, while giving university departments some flexibility in staffing. In some areas - where posts are exclusively funded through third parties - even higher level positions are often temporarily restricted to the funding term. This means that unlike the people in long-term stable employment that the Home Office envisions in its policies, ECRs frequently change contract or even employer, and have to prove their right to work every time.
As of right now, it is impossible to tell for an employer if an EU-candidate for a position has permanent residence, and therefore a continued right to work, or not, and whether they will still be employable when UK leaves the EU. This will be the case until the UK works out a way to distinguish 'old' EU-nationals from 'new' ones in terms of labour market access. Right now, VIRTUALLY NO EU-citizen can prove to an employer beyond a doubt that they have and will retain a right to work, thus making every hire a potential legal problem for universities. For those of us who are looking at another 2 or 3 contracts minimum before the UK even fully leaves this poses a problem right now, especially in terms of applying for the much coveted permanent positions. Unless some solution is found soon, this could well lead to chaos in the next few years, both for ECRs and for the departments and labs that rely on them. It is therefore extremely important that the government's promises to negotiate a 'generous deal' for EU-citizens already here is promptly followed up by a practically feasible solution regarding proof of the right to work."
Dr Steph Grohmann, Postdoctoral Researcher, University of Oxford

94. "I am originally from Finland, but have lived in the UK for 14 years. I am very sad that Britain, my adopted home country, is leaving the EU. I feel that a lot of the anger of the voters was directed at the wrong target and a lot of what could be achieved was misunderstood by many. It has been disgusting to see how the politicians responsible for the lies told before the referendum have now quit to avoid any responsibility for dealing with what the referendum result has already caused and what it will be causing in the near and longer term future. Like many, I feel that it was too huge a gamble by the PM to put a decision this big to a simple single-vote referendum. What I have heard so far about the effects on science (e.g. turned down job offers or plans to visit UK institutions, cancelled collaborations, and anticipated problems with future grants involving UK-based..."
95. "As an Early-Career Researcher, I am extremely worried about the impact that Brexit will have, and is already having, on science, innovation and the career prospects of early career researchers. The uncertainty about the position of the UK government on this matter is already affecting our R&D system, as younger researchers (PhD students and post-docs) are already looking for their next positions abroad. Any hindrance to the free movement of researchers will also be terribly damaging to the position of the UK as a top destination for talented researchers. In my own case, I had not considered moving away from the UK for the last 3 or 4 years but the effects of Brexit are now making me considering the possibility of keeping developing my research career elsewhere."
Dr Javier Escudero, Chancellor's fellow, School of Engineering, University of Edinburgh

96. "Undoubtedly, the core priorities should focus on delivering effective ways for creating a scientific environment where talent can be attracted and nurtured. Since it is generally agreed that innovation does not happen in isolation, UK researchers must be guaranteed for the NHS, how can we possibly expect £1 billion in research funding. Furthermore, EU researchers make an invaluable contribution to our Universities. Their free movement must not be restricted, rather it should be encouraged. Moving abroad is an expensive undertaking and coming to the UK as a Postdoctoral Researcher often involves taking a major pay cut, so the last thing we should be doing is making it more difficult and less attractive for researchers to move here!"
Dr Femke De Jong, Post Doc, ArgoEcology, Rothamsted Research

97. "It is vital that the government retains the freedom of movement currently enjoyed by the UK as a full member of the EU. Without this we will not be able to attract the best students and researchers from across Europe, and our universities will suffer as a result."
Dr Jonathan Davis, Postdoctoral Researcher, Physics, King's College London

98. "Science and technology research is responsible for the discovery of vaccines, the design of life-saving equipment used by surgeons, the invention of faster and more efficient computers, and taking us into space! This seems obvious, yet I worry that society too often forgets that real people, University and industry researchers make these things possible. It is imperative for the advancement of the UK that science and technology research is permitted to thrive here, yet Brexit will see us walk away from ~£1 billion in EU funding per year. There is no way that a post-EU government will match this amount. If £350 million cant be guaranteed for the NHS, how can we possibly expect £1 billion in research funding. Furthermore, EU researchers make an invaluable contribution to our Universities. Their free movement must not be restricted, rather it should be encouraged. Moving abroad is an expensive undertaking and coming to the UK as a Postdoctoral Researcher often involves taking a major pay cut, so the last thing we should be doing is making it more difficult and less attractive for researchers to move here!"
Dr Dr. Victoria Easton, N/A, LSHTM

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Dr Femke De Jong, Post Doc, ArgoEcology, Rothamsted Research

100. "For the UK leaving the EU makes me seriously questioning if I want to stay in the UK continuing my career. As I am trying to transit from a Post Doc into starting my own group I feel that by leaving the EU is restricting funding opportunities for new group leaders as the EU ERC and CRC grands would be no longer available. This funding climate and the climate of hate against immigrants that is forming since the referendum makes me questioning if the UK is the place to stay. Even though, a month ago this wasn't even thought about."
Dr Femke De Jong, Post Doc, ArgoEcology, Rothamsted Research

101. "Having recently received my PhD I am now applying for jobs. I can only hope that the career I have studied so hard for is still an option in the future. I would consider moving abroad for work."
Dr Victoria Easton, N/A, LSHTM

102. "It is very important to keep close links, including decision making in the European science establishment."
Dr Robert Balazs, Senior scientist, Molecular Neuroscience, University College London

103. "The European Research Council is key for delivering world leading research across the scientific spectrum. The move of leaving the EU will likely lead to reduced or terminated involvement with the ERC. The repercussions for the UK of such a move are significantly negative. In short, the availability of jobs will decrease, the ability to attract research funding will decrease, the ability to attract world leading scientists will decrease, unemployment within the sector will (continue to) increase as will emigration of British scientists, the investment of capital scientific assets within the country will decrease - of course resulting in widespread disgruntlement towards the government in one of the largest, most mobile, intelligent and active sectors of the UK."
Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)

In one way or another, every aspect of scientific research is now internationally collaborative. Any move to reduce competitiveness or cross-border collaboration should be considered unthinkable. 
Dr Robert Barnett, Postdoctoral Researcher - sea-level change, UQAR / U. Of Exeter

104. “As an early career academic I have been attracted by the openness and cultural diversity of UK University. I really wish these traits survive the brexit turmoil, together with the collaboration and impact opportunities coming with them.”
Dr Matteo Salvalaglio, Lecturer, Chemical Engineering, University College London

105. “My doctorate was not in a STEM subject but Arts and Humanities. This very much affects us too, so please count all the ECRs from A&H subjects in this consideration on the impact of leaving the EU. I have also worked on EU-funded research projects since 2013 and know first-hand the benefit of collaboration with our European partners.”
Dr Natasha Awais-Dean, Project Manager, English, King's College London

106. “Trained in New Zealand to PhD level (Physiology) before emigrating to the UK for Post-doctoral work. Established myself independently with a Royal Academy of Engineering Fellowship, now group leader in Applied Optics. Leads a research group of 2 Post-docs, 4 PhD students, at the interdisciplinary interface with Engineering and Life Sciences. Without the freedom of movement and collaboration across the EU and the world the UK will find itself increasingly marginalised from cutting-edge research. Collegiality and personality can only go so far to substitute for funding and opportunity, and recruitment and retention issues are already being clouded by uncertainty. Mid-term plans are no longer certain, and short term there are major opportunity costs created by this uncertainty which have already impacted the working business of my lab.”
Dr Kevin Webb, Assistant Professor in Applied Optics, Electrical & Electronic Engineering, University of Nottingham

107. “Maintaining access to ERC and Horizon 2020 research money is vital for UK research. It is also important that these funds can be accessed by UK Universities as grant leaders, rather than minor partners. If this is not achieved I foresee a strong and potentially irreversible decline in the position of UK Universities worldwide, a sector in which we are currently world-leaders.”
Dr George Adamson, Lecturer in Geography, Department of Geography, King's College London

108. “EU Science and International Development funding have been key to my career development as an applied researcher, enabling me to transition from postdoctoral researcher to an emerging project leader. Involvement in EU-funded projects has allowed me to make key contacts across the world, promoted truly interdisciplinary and multi-stakeholder thinking in our projects, and allowed me to take part in highly innovative actions that have given us exciting new knowledge. I have been able to build my own capacity into translating research into impact because of the types of projects the EU supports through its various schemes. The type of work the EU has supported me in doing would be much less likely to be supported by many other funding sources – but could change our future by supporting sustainable agriculture and food production. Furthermore, participating in research as an EU member has given me opportunity to work alongside top-quality researchers from France, Portugal, Germany, Poland, Greece, Netherlands and Sweden, to name just a few - their different backgrounds and perspectives have enriched the thinking within the organisation, improved the quality of our research and added value to what we do.”
Dr Sarah Arnold, Research Fellow, Faculty of Engineering and Science, Natural Resources Institute, University of Greenwich

109. “The decision to leave the EU has the potential to put many of my EU colleagues careers at risk (including my own). From joint projects that won't come through, work contracts that can't be renewed due to lingering uncertainties, to family planning for non-UK research staff that is now literally impossible. On top of that, attracting new people from other EU member states may become increasingly difficult, to the detriment of high profile research that naturally requires bright minds from around the world.
As far as my humbled opinion is concerned, I can't imagine wanting to live in a United Kingdom (or whatever might be left of it) which does not make its EU citizens feel as welcomed as it did in the past by virtue of being an EU member state. No one should underestimate the power of token gestures. Also, no one should think that the UK is the only place to do excellent research. After all, scientists are extremely mobile and won't put up with an unwelcoming attitude enabled by political games.”
Dr Karsten Haustein, Postdoctoral Researcher, School of Geography and the Environment, University of Oxford

110. “I recently returned to the UK from the US, leaving behind 2 remaining years of funding on one of their flagship astronomy fellowships, the Hubble Fellowship. I did so because I believed coming to the UK would afford me excellent research opportunities, and would allow me to educate students in the country that provided me with my education and training. If the UK loses access to European research funding schemes, such as the ERC and Marie Curie framework, those excellent research opportunities will disappear for me. This will sadly cause me reconsider my decision to base myself in the UK. I wish to go on making a significant contribution to the research environment within the UK, and I hope the government will permit this by keeping my funding options open.”
Dr Michelle Collins, Lecturer, Astrophysics, University of Surrey

111. “I am worried about funding for postdocs and researchers after Brexit. The fellowships are already very competitive with low success rates. Its difficult to understand whether UK academics can withstand the Austerity and Brexit. Decision time for us researchers #RemainInResearch or #Resexit”
Dr Harsimrat Singh , Research Associate , Imperial College London
112. "I am in dismay at the thought of the impending "brain-drain", which is likely to occur as a result of Brexit. If we are to proceed with this insane process, we need to ensure that research and industry are protected as far as possible."
   Dr Diane Lee, Research Fellow, School of Veterinary Medicine, University of Surrey

113. "I am a UK citizen who benefitted from freedom of movement within the EU by working as a postdoctoral researcher for 2 years in the Netherlands and 3 years in France. Working at top institutes in these countries gave me invaluable experience that helped me gain my academic position in the UK. The first postdoctoral researcher I employed on my first grant came from France. The skills and experience he brought to my group have also benefitted my British PhD students as they have learnt from him. There were no employable British applicants for that position, showing the crucial need for mobility in science today."
   Dr Rhoda Hawkins, Lecturer, Physics & Astronomy, University of Sheffield

114. "I have lots of undergraduate students in my lab as well and many are getting out of the uk as soon as they can to work in Europe permanently because of this, including seeking German citizenship."
   Dr Chris Holland, EPSRC Early Career Fellow, Materials Science and Engineering, The University of Sheffield

115. "A strong science base is an essential part of any thriving modern economy. Amazingly it seems that our leaders, who at the moment say they are committed to leaving the EU, do not understand the damage they will do to the UK's science base by weakening or destroying collaborations with European partners that have been built up over many decades. While the conditions of the UK’s relationship with the EU is uncertain, UK scientists will be excluded from developing collaborations with EU partners, thus losing access to a funding stream of which the UK has traditionally been a net beneficiary. That money will not be replaced by the UK government, and even if it is, the lost collaborations cannot be replaced. In many areas, UK scientists will have to start from scratch. Meanwhile, the EU has funds earmarked to attract the very best scientists from abroad; if "abroad" includes the UK, well, the conclusion is obvious - a "brain drain" of unprecedented magnitude."
   Dr Paul Butler, Research Lecturer, School of Ocean Sciences, Bangor University

116. "The current uncertainty around European funding for science and status of EU residents in the UK makes me seriously consider my options on whether to remain in the UK or seek a position elsewhere in Europe. I have been an active part of the UK’s scientific community for the past 10 years and was not thinking of relocating as it would have had a huge impact on my family (I have two young children in the early stages of the UK's education system)."
   Dr Joao Correia, Post Doctoral Research Scientist, Institute of Microbiology & Infection, University of Birmingham

117. "Science works best when people from around the world with different cultures, attitudes and skills tackle problems together. It is already difficult to employ scientists from outside the EU due to visa costs and I believe that if this were extended to EU citizens it would lead to a severe skill shortage in UK Science. Therefore if the UK is to leave the EU it is essential that prohibitive regulations are not introduced for within-EU migration unless ample additional funding is put in place specifically to allow institutions to meet the visa costs incurred."
   Dr Peter Sarkies, Research Fellow, Faculty of Medicine, Imperial College London

118. "As an EU citizen working in the UK, I am training British students, giving my university US-trained expertise and scholarly output, and reinvesting my earnings in the UK economy. I am looking to work in the UK higher education system for the rest of my working life. Unless the UK government prioritize the protection of early career researchers like myself, the loss of professional opportunities in Brexit will force me and my peers to leave the UK."
   Dr Gyorgy Toth, Lecturer, History and Politics, University of Stirling

119. "For the love of science, we need collaborations, free movement of people and access to grants."
   Dr mariëke pingen, Postdoctoral research fellow, Leeds institute for Cancer and Pathology, University of Leeds

120. "I personally experienced the benefits of free movement of people at the academic level, moving from Italy to France, to Luxembourg and finally to the United Kingdom. The innumerable possibilities of fruitful exchanges are seriously hampered by the prospects of an uncertain future relationship with the European partners: it is not just a matter of funding, but more importantly the construction of a solid community with shared values and policies."
   Dr Francesco Turci, Postdoctoral Research Associate, School of Physics, University of Bristol

121. "I am French, and came to the UK one year ago for a three year position. I was thinking of potentially staying longer and applying for a fellowship, but the Brexit definitely made me reconsider my position."
   Dr Elvire Beston, Associate Research Fellow, University of Exeter

122. "As a researcher in the Centre for Geography, Environment and Society at Exeter Universities Cornwall Campus exiting the EU is deeply worrying. Worrying for both my own career and the wider effects on Cornwall's knowledge economy. My most recent piece of work with the voluntary sector, specifically Age UK Cornwall, has been to develop smart software solutions to improve resilience and capacity within community transport services. We have developed a new product thanks to EU funded Unlocking Potential support. This type of investment is crucial for enabling universities to innovative solutions to help this deprived county. Will this funding be replaced?"
Joint written evidence submitted by
1,640 UK-based Early Career Researchers (LEA0104)

Dr Timothy Walker, Research Associate, Geography, Exeter University

123. "I have completed my PhD in the last 10 years and now I am trying to establish myself as a scientist in the UK. To curtail the careers of scientists like me, who have been funded by British Research bodies makes no economical progressive sense. Future British generations will suffer the consequences."  
Dr Elena Sanchez-Heras, Post-doctoral Researcher, Cell Biology, University College London

124. "The UK may lose its appeal for EU/EEA scientists (and scientists outside Europe) if immigration to the UK is complicated by new border controls and stricter criteria for immigration. This will mean UK universities won't be able to attract the best talent as they do now. Moreover, if access to European funding for research projects and cross country collaboration is hampered by Brexit then this will make the UK an even less attractive place to do science. The UK prides itself in its scientific achievements and the contributions it has made to the advancement of knowledge and research over the past several centuries. If the UK wants to remain a leader in science and research then it has to be able to attract talent, funding and collaboration from across Europe (and the rest of the world)."  
Dr Freyja Olafsdottir, Postdoctoral researcher, Cell and Developmental Biology, University College London

125. "I came to the UK in 1999 for postgraduate studies, following undergraduate studies in Greece and Italy (Erasmus programme) and I have since raised about 2 million Euros in research funds from EU sources, including an ERC Starting Grant. I feel part of 'generation EU'; educated and trained across different countries in the EU and thus bringing to the UK these contacts, the culture and the expertise, and of course the funding. My lab includes 7 EU nationals, junior researchers."
Dr Aikaterini Fotopoulou, Reader, CEHP, University College London

126. "I am concerned at how leaving the EU will affect science's ability to attract EU funding, particularly for early career researchers. The UK currently punches well above its weight in attracting EU funding, which is vital to sustaining the excellent and well-deserved reputation that UK science has internationally. I am also concerned at how leaving the EU will affect the UK's ability to attract and retain top international talent. Outstanding PhD students and post-docs are the life-blood of scientific research in the UK. Leaving the EU sends a strong negative signal to our international colleagues, which reduces the attractiveness of the UK as a place to study and work."  
Dr Stephanie Henson, Senior Scientist, National Oceanography Centre

127. "Most of my collaborators are directly dependent on EU funding, and most of my research is made possible by EU-funded initiatives. Without EU funding, it will become extremely difficult to establish strong international collaborations, as there will be very little project funding to facilitate it. I will also lose a major incentive to apply for funding, as EU Starting Career grants are able to provide 10x more funding when accepted than EPSRC Starting Grants. Many of my talented early-career (and EU-paid) colleagues will have to quit their jobs, and will likely try to pursue a career outside of academia instead. And the impact of my own research is likely to diminish considerably, as I will lose most of my collaborations and ways to effectively share my research."
Dr Derek Groen, Lecturer, Computer Science, Brunel University London

128. "I am extremely concerned about the future of collaboration and funding post brexit"  
Dr Susan Pritchard, Research Fellow, Physics, University of Nottingham

129. "I am currently PI on 2 grants - one from a UK Research Council and the other from a European funding source. One of my biggest concerns about leaving the EU is that restrictions on the free movement of academics will mean we are unable to recruit (and possibly retain) the brightest and best in our field here in the UK. This could mean that promising UK researchers will move to other countries to set up their research groups, taking ideas, investment, innovation and other benefits of the 'knowledge economy' with them. From the postdoctoral perspective, the Early Career period in a research career is often characterised by uncertainty (frequent moves, short-term contracts, long distance relationships). The lack of assurances around the status of contract researchers after Brexit has placed a great deal of additional stress on colleagues and this combination of factors means the UK should seriously reconsider how this will affect the research workforce. Informally, I have already heard talented postdoctoral colleagues discussing leaving the UK. In addition, production of world class research requires an internationalist outlook. I am concerned that UK research will suffer from a lack of collaborative opportunities, as well as funding."
Dr Jenny Gibson, Lecturer in Psychology & Education, Faculty of Education, University of Cambridge

130. "Early career researcher working between the areas of chemistry and chemical engineering. Specialising in the areas of heterogeneous catalysis and nano therapeutics. Several years experience in the UK, Switzerland (3 years) and USA (1 year)"  
Dr Ceri Hammond, Royal Society University Research Fellow, Cardiff Catalysis Institute, University of Cambridge

131. "This is extremely important to maintain the high level of research we have in this country"  
Dr Thomas Burgoyne, Research Associate, Institute of Ophthalmology, University College London
132. "The benefits of scientific research here in the UK are clear and I hope the government continues to offer the incredible support that it has so far. In particular, the UK needs to offer support for early-career researchers."
Dr Martin Smith, Research Associate, Wolfson CARD, King's College London

133. "At 6 years of postdoctoral research, I feel I've just reached the stage where I can start to take a lead in projects, development new and applied ideas, and start to help train and make opportunities for others. With short contracts and competition for limited grants and permanent positions, this is also, naturally, a period of instability in our career path. I believe that the added uncertainty of a shortfall in funding and opportunities to progress in collaboration with European research groups will push many promising early career researchers to leave science."
Dr Katherine Herborn, Postdoctoral Research Associate, Centre for Behaviour and Evolution, Newcastle University

134. "The letter matches well with my personal experience of the immediate effects of the Brexit vote on research, which I blogged briefly here: http://mcld.co.uk/blog/blog.php?488"
Dr Dan Slowell, EPSRC Early Career Research Fellow, Queen Mary University of London

135. "I personally was against Brexit as I think the implications of restricting the free movement and integration of people from EU countries will have a drastically negative effect on science and research in the UK. However, since unfortunately, Brexit is a reality I wish that the negotiations emphasize on retaining free movement of peoples within the EU to continue integration of the international scientific community that will be of mutual benefit for all countries concerned and of course science itself. Essentially strong elements of EU criteria should be maintained. For instance, talented scientists should be able to freely move with there families or partners within EU countries to encourage and support scientists to settle and contribute to science in the UK on a long term basis."
Dr Ceniz Zihni, Post-doctoral Fellow, Institute of Ophthalmology, University College London

136. "At 8 years post-doctoral I have recently started collaborating with EU colleagues in Denmark & Belgium. This is imperative to moving my research forward and a joint project to encompass this archaeological material an essential next step. Leaving the EU would place this work in danger of becoming fragmented and not prioritised by any one country for funding."
Dr Anne Teather, Honorary Senior Research Associate, Institute of Archaeology, University College London

137. "I have recently graduated with my PhD in Economics from Boston University. I came to London because the UK excels at scientific research, compared to the other European countries. I know it has the capacity to continue doing so, but ONLY if it continues to rely in an international and very mobile scientific workforce. At this point, everything about our future is uncertain, that is known by all of us. What we don't know is the true impact that a brain drainage would have, in the prosperity of the UK, Europe, and ultimately the world."
Dr Sara Machado, Research Associate in Health Economics, Faculty of Medicine, Imperial College London

138. "Whatever will replace the science funding that was received from the EU, I wish to emphasise the importance of funding "blue-sky" research, in which the EU was much better at doing than the EPSRC. Research funding has to be wide and open and not necessarily fixed to direct application."
Dr Alastair Lennox, Postdoctoral research assistant, Chemistry, University of Bristol

139. "Dear UK House of Commons Select Committee on Science and Technology, Leaving the EU will have profound implications for not only early career scientists in the UK, but all scientists. We rely heavily on international and in particular European grants to develop our research, and exiting the EU will severely hinder access to these, as well as the free movement that scientists need to build effective collaborations and career progression. Thousands of other scientists like me, in every field, are very worried about the outcome of this referendum and the implications it will have to UK science. We are currently global research and development leaders. This will not be the case under a Brexit scenario. Funding will decrease, collaborations will be more difficult, attracting the brightest minds to come and work here will prove very difficult with the current levels of xenophobia and our now global status as an inward looking and intellectually diminished Britain, that considers expert opinion as over-rated. This is not the Britain I represent or am proud of. The Britain I love, is an open, inclusive, forward thinking country that gave me, the daughter of immigrants, the chance to be the best I could be. If Brexit is inevitable now, I hope with all my heart that you will hear us and help us carve a new way forward in the extremely challenging times ahead."

Best Wishes,
Patricia Brekke
Research Fellow
ZSL*
Dr Patricia Brekke, Research Fellow, Institute of Zoology, Zoological Society of London

140. "The decision to leave the EU has pushed me into applying for postdoctoral research jobs elsewhere in Europe and within the U.S. If within 2-3 years, the UK no longer has access to EU funding or is no longer part of the free movement policy, it seems prudent not to return and to establish my career elsewhere. Furthermore, an EU colleague and friend - an established
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Professor in physics - is already receiving job offers from elsewhere in Europe. He is more than strongly considering them, as previous benefits will no longer apply to him as an EU citizen in the UK."
Dr Jasmine Desmond, Early Career Fellow, Chemistry, University of Warwick

141. "I am an EU (Spanish) ECR who first came to the UK nine years ago, right after obtaining my PhD, for a fixed term, Spain-funded postdoc stay. The experience was so good that I returned five years later to occupy a position as a lecturer in one of your universities. The UK being a member of the EU made this possible, as my choice for a postdoc would have been probably different - France or Germany most likely. The Brexit now leaves us in an uncertain position. The possibility of not having access to EU funding in the future will undermine our career prospects, and may already make us less attractive to our former and potential future European collaborators, if the UK ceased to be an eligible partner for EU-funded research consortia."
Dr Fatima Perez de Heredia, Lecturer in Physiology, School of Natural Sciences and Psychology, Liverpool John Moores University

142. "Writing a grant application and waiting for a decision takes 1-2 years. That is ca. half of a typical duration for a post doc. Thus, it is essential to have certainty about future possibilities, i.e. the remaining access to EU funding or UK substitutes, as soon as possible. At the moment, I would think twice if it is the best choice to submit such an application from a UK university. Will I still be eligible to receive the funding when the decision about my application has been made?"
Dr Josef Schlittenlacher, Research Associate, Psychology, University of Cambridge

143. "As Prof Andy Purvis said for another chaotic matter recently, were playing (scientific career) roulette. But this is worse. Our uncertain future as young researchers just became potentially non-existent."
Dr Victoria Wickens, Researcher, Agriculture, University of Reading

144. "I am a Danish citizen who has benefited from the ability to study (both masters and doctoral degree) and work in the UK and who up until the EU referendum had planned to stay in the UK. However, because of uncertainty over future access to EU funding, I feel that I have to consider whether to move my research to a EU country."
Dr Dan Bang, Postdoctoral Research Associate, Wellcome Trust Centre for Neuroimaging, University College London

145. "EU funding is not just about the large funds indicated in the statement it is also about working in a wider research community and becoming known in that community. Free movement is not just about being able to relocate to other countries but is the ability to visit and collaborate for sorry periods."
Dr Alasdair Gray, Assistant Professor, Computer Science, Heriot-Watt University

146. "Please don't leave the EU! It would be terrible."
Dr Anna Cunningham, Research Fellow, Psychology, Coventry University

147. "My post-PhD career so far has been shaped by working in heavily international research groups within the UK, with several colleagues hailing from the EU. It has been a great privilege to work with all of them. It saddens me deeply that these people, who have given so much to UK science over many years, are currently left in limbo. My EU colleagues are a great asset to this country but they are now very uncertain about their future here; please give them back a sense of stability by guaranteeing their right to remain. Otherwise I fear many will seek security elsewhere - and make no mistake, it will be our loss."
Dr Joanna Barstow, Postdoctoral Researcher, Physics and Astronomy, University College London

148. "The ability to work seamlessly with the EU was a major reason I decided to return to the UK after completing my PhD outside of the EU. Although I am a British citizen I consider Brexit to be the greatest threat to my ability to continue to work in the UK as it may limit access to funds, decrease the ability of my organisation to attract and employ the best people for me to work with, and prevent us working on the huge, cross-disciplinary, international projects that are necessary in my field (Earth Observation)."
Dr Hayley Evers-King, Plymouth Marine Laboratory

149. "As an Irish researcher living in the UK, I am shocked and saddened by the imminent departure of the UK from the EU. I believe I have benefited hugely from being a researcher in the UK. I believe Europe is stronger scientifically with the UK being in the EU and vice versa. I have seen the UK benefit greatly from European scientists."
Dr Niall Lally, Medical student/post-doc, Medical school, Warwick University/UCL

150. "I am currently a holder of an ERC starting grant (MotMotLearn: 637488; 2015-2020) and so have directly benefited from European research funding. This has not only enabled me to secure a permanent academic position in the UK but also provided funding for a thriving research laboratory which includes 2 PhD students and 3 postdoctoral fellows. The decision to leave the EU has put this all at risk. The uncertainty regarding the status of my grant has not only affected me but also my
Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)

research team, 2 of which are from EU countries. Considering my long-term goal is to apply for the ERC consolidator grant, I am now strongly considering moving my laboratory (and grant money) to a EU-based University. Sadly, I know of many other UK-based ERC grant holders (who combined hold £10s millions of grant money) are also considering a similar move to mainland Europe. To prevent this 'brain drain' it is imperative that remaining part of the European research funding environment is a fundamental component for any Brexit agreement.*
Dr Joseph Galea, Senior Lecturer, Psychology, University of Birmingham

151. "It is imperative that we preserve our position in the UK at the forefront of scientific research, through maintaining our close ties to Europe. The ERC has been hugely influential in recent successes. We cannot allow Brexit to drain the UK of its crucial research funding and leading scientists. The impact on research is already visible to those working in universities and must be resolved as soon as possible."
Dr Amy Richardson, Wainwright postdoctoral research fellow, Archaeology, University of Oxford

152. "The UK will struggle to attract talented European researchers if the process for obtaining a work permit to work at a UK institution becomes onerous.

UK science will be seriously undermined if we are unable to easily participate in European programmes such as Horizon 2020 and its successors."
Dr Alastair Donaldson, Senior Lecturer, Computing, Imperial College London

153. "Since I began my PhD in 2010, science funding in the UK has been significantly eroded by the conservative government as a result of freezing investment despite increases in the cost of doing science as a result of inflation. This pool of funding has been diminished further, with the 're-structuring' of the science budget to now contain a ring-fenced £1.5 billion overseas development fund, which has put basic research at risk. Our ability to attract European funding at a net-gain based on our contribution to Horizons 2020 has enabled us to soften this blow somewhat. However, in a climate that is already extremely competitive any loss of funding could cause irreparable damage to UK science. Science is highly collaborative and there are global opportunities for researchers. If we lose the current critical mass that we have in the scientific community, that is required to support our extraordinary outputs then we will lose our position as arguably the best place in the world to do research and we are unlikely to get it back."
Dr Jonathan Pavelin, Post Doctoral Research Fellow, Genetics and Genomics/Infection and Immunity, Roslin Institute

154. "Working by myself in a group with fellow researchers from the whole of Europe and the world, shows me the importance of international collaboration and easy exchange between countries and minds. We achieve together so much more than on our own."
Dr Christian Roth, PDRA, Chemistry, The University of York

155. "I work in a cosmopolitan environment that includes a large proportion of international scientists, who bring considerable expertise to my discipline. Being unable to secure an international environment for my research would leave me intellectually isolated, and I - like my foreign peers - question whether the UK will continue to be the best place for me to conduct my research.

I benefited from a Marie Sklodowska-Curie Intra-European fellowship which proved pivotal in cementing my career as a scientist in the UK. Without access to this and other funding programmes offered by European Commission, scientists in the UK would require similar or better investment from UK Research Councils and other local funding bodies. The risks of a brain drain and shortfall in support could have negative, and far-reaching, consequences for the UK as a scholarly powerhouse internationally. On the other hand, the departure from the EU may also offer opportunity to safeguard the future of science in the UK."
Dr Olwen Grace, Research Leader, Comparative Plant & Fungal Biology, Royal Botanic Gardens, Kew

156. "The high quality of UK academic research is something that the country should be proud of. Leaving the EU poses a genuine risk to this success. Please ensure that the UK retains its place in the world by protecting funding and freedom of movement for early career researchers."
Dr Nicholas Blockley, University Research Lecturer, Nuffield Department of Clinical Neurosciences, University of Oxford

157. "Within the current climate, in which UK research funding has been heavily constrained for six years, it is increasingly difficult for early career researchers to compete against more well established colleagues. In this context maintaining access to the EU early career specific schemes is vital in order to ensure the continued health of the UK research community for the coming decades. This will provide an opportunity for today's young researchers to establish their careers and ensure the UK research community remains internationally competitive for the decades to come. If the settlement with the EU achieved during the Brexit process does not allow this it is crucially important these schemes be replaced with dedicated funding within the RCUK framework. Similarly access to multidisciplinary large scale facilities, such as the Institut LaueLangevin and the European Synchrotron Radiation Facility, must be maintained at their present levels in-order to provide young researchers in a wide range of areas the ability to gain access to a wide range of capabilities and techniques within the UK."
Dr Paul Saines, Lecturer in Chemistry, School of Physical Sciences, University of Kent

158. "I am particularly concerned about my future eligibility to apply for an ERC fellowship and for H2020 collaborative awards. I have previously been a work package leader on H2020 application (which was not awarded) and am now worried I will no longer have the opportunity to play a similar international leadership role in my field again. I am also concerned about the ability of my students to gain technical experience and bring back expertise to our group from research trips in
Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)

the EU. Moreover, I am worried about the recruitment and retention of students, technical and postdoctoral staff because of the current impression that the UK is not welcoming place for non-UK nationals, and may I say experts of any kind. In addition I fear a greatly increased bureaucratic burden and ensuing delays because of visas, customs etc to my research into Alzheimer’s disease in people who have Down syndrome.”
Dr Frances Wiseman, Senior Research Fellow, Neurodegenerative Disease, University College London

159. “…primarily, I’m concerned that the UK has lessened its influence over discussions of the future of science across Europe. I am concerned that the UK’s focus will not be as environmentally or socially focussed as research in Europe. I am concerned that future research will not be as interdisciplinary or spatially joined up as it is as part of Europe. These are concerns for good governance, society, the environment and the academic fields of geography, social and environmental sciences in general as well as my own personal stake in them.

Furthermore, I’m concerned at a personal level that my strong base of EU research contacts and administrative experience with EU grants will not weight as strongly at interview for new posts as similar candidates with UK or wider international precedent than they would have prior to Brexit (which is a safer bet someone with strong UK contacts or one with potentially less fundable EU contacts?). This may be resolved with certainty but I know at least one person who was kicked off an EU grant, and another who was downgraded from PI so these are legitimate concerns.”
Dr Robert Dunford, Senior Research Fellow, Geography, University of Oxford

160. “Our Universities benefit from being able to attract and retain the very best talent from across Europe. As a PhD student and postdoctoral researcher I had the pleasure of working with researchers from Italy, Spain, Germany, France, and Belgium, to name just a few. This engagement with people from other countries and other cultures broadens the mind of our own researchers who seem far less likely to travel outside the UK (and if they do, it is most often to other English-speaking countries such as the USA or Australia, and not so often to Europe) and plants the seeds for future collaborations and engagement. In addition, I have spent a summer in Spain working with a world-leader in techniques that are complementary to those I use in my own research. The freedom of movement guaranteed by the EU made this exceptionally easy to arrange; I simply needed a cheap flight and booked an apartment for the time I was in Spain. Staff and researchers at the institute I visited were exceptionally welcoming, friendly, and supportive; the EU enables us to work with European researchers as the close friends and neighbours that they are, rather than crudely treating them with suspicion as foreigners.

The dangers of Brexit are many-fold. The position of researchers from the EU in the UK is now in doubt, and many of our brightest and best are from the EU; we now risk losing them. We do remarkably well in applications to the ERC, which will fund early career researchers with large, long-term grants (1.5M € over 5 y) that are exceptionally difficult to obtain from the EPSRC; as our status in Europe is now in doubt I am sure we will do very poorly in the coming rounds. Our ability to travel freely within the EU is something I had taken for granted - this enables us to visit and work with researchers across Europe without the tedious process of visas and so forth; I fear that in a few short years, engagements of the sort that I have benefited from will become very difficult. Our reputation in Europe is now in tatters - the EU now simply wishes us gone so that we are no longer a cloud hanging over the EU. Even if we can find ways to work around the need for visas and so forth, in a few short years we will be treated rather crudely, and viewed with suspicion as foreigners, rather than the close friends and neighbours that we would wish to be.”
Dr David Nelson, Lecturer, Pure and Applied Chemistry, University of Strathclyde

161. “The change to my career track has dramatically altered since the turn of the referendum from freedom of movement across Europe to seeking researchers with the best suited skill sets to make scientific research outcome internationally competitive for the UK. This outcome will paralyse the status of science in the UK and will further limit the impact of our science internationally.

Scientists rely on many collaborations to strengthen our knowledge and research outcome and whilst the referendum will not change this, the constrictions applied to the terms of the referendum will prohibit additional funds to ensure that quality of research is always met. The outcome of the referendum cannot be seen positively in light of these issues.”
Dr Heena Lad, Postdoctoral Researcher, Mammalian Genetics Unit, MRC Harwell

162. “This submission correctly points out the importance of free movement of researchers and graduate students, but only focuses on the threat to the ability of UK institutions to recruit from abroad. Free movement of people in the UK to other areas of Europe is also under threat. Opportunities to travel for training and collaboration are also extremely important for career development in the sciences, so this issue deserves more attention.”
Dr Heath O’Brien, Research Associate, Division of Psychological Medicine & Clinical Neurosciences, Cardiff University

163. “Government funding for researchers is already extremely competitive, particularly having taken an effective cut (by trying to do more work with the same money) in the science budget announced in March 2016. This makes European funding hugely important for early career researchers with schemes from the ERC & Horizon 2020 being prominent. Without secured funding, many early career researchers will be lost and follow other career paths outside academia, meaning Universities in the UK will lose out on vital skills and experience but also potential future leaders of their fields.”
Dr Stuart Coles, Associate Professor, WMG, University of Warwick

164. “Should also emphasise the wider importance of EU grants. My first post-doc was on an EU funded adv grant. There is a strong possibility I would not be researcher now if this grant had not been awarded.”
Dr Neil Davies, Research Fellow, School of Social and Community Medicine, University of Bristol
Joint written evidence submitted by
1,640 UK-based Early Career Researchers (LEA0104)

165. “European funded fellowships and grants aimed at newly appointed permanent staff are a major source of funding for Early Career Researchers. It is especially critical for funding core 'blue sky' research projects. The loss of this funding stream will be to the particular detriment of Early Career researchers, especially those with family commitments who are not able to move abroad to advance their careers.”
Dr Susanna Ebmeier, Leverhulme Early Career Research Fellow, School of Earth and Environment, University of Leeds

166. “When I moved to UCL from Spain I came seduced by two main aspects: one was the geographical and administrative convenience of UK and the second was the cosmopolite nature of London and its beautiful and rich melting pot.
If UK wouldnt have been a member state of the EU (and I had needed a visa to move here) I would have then chosen USA to develop my scientific career. USA holds at the moment better quality conditions for young researchers than UK, also the country has more high profile academic institutions and it is producing state-of-the-art research at a speeder pace than UK. Additionally, if London loses part of its inherent multiculturalist, I wont see any strong incentive to stay here and will probably move to other country in the continent as Germany or France where my quality of life would be better.”
Dr Aida Suarez Gonzalez, Research Associate, Neurodegenerative Diseases, University College London

167. “With no core funding from the UK Government, I must win competitive money to fund my position and overheads to continue my cutting edge and internationally high impact research. Leaving the EU has the potential to sever access to competitive funding and make me a less attractive option for potential collaborators. This is already happening, as EU partners are signaling they no longer see UK research institutes as globally important as they did prior to the decision to leave the EU.
Beyond losing my own competitive edge as a researcher, I am concerned that I will have less access to high quality international students, a reduced ability to recruit the brightest colleagues from Europe to my research group, and a poorer likelihood of continuing my research in European institutes, where I could extend my professional competencies and enhance the overall quality of research originating in Europe. I would like to add that I have now acquired a visa to work in New Zealand (valid for 2 years), and will pursue this option if the prospect of a research career in the UK appears to become even more challenging under Brexit conditions.”
Dr Frances Hawkes, Research Fellow, Agriculture Health and Environment, Natural Resources Institute, University of Greenwich

168. “Our research group is overwhelmingly European - 10 out of 16 researchers are from the EU while only 5 are UK nationals. This is the norm in our institution. As part of the EU and as a (current) world leader in research and education we can attract the top talent from a population of over 500 million, nearly 10 times the UK’s population. It is already difficult to attract, fund and retain students and researchers from non-EU countries and if it also becomes troublesome for the EU as well then our position as a leader could disappear in 3-5 years (the typical tenure of a researcher or student).
Research and education are among the few activities for which the UK can still claim to be globally competitive. The UK’s position was already under serious threat before Brexit so we need drastic measures to protect our standing under the current circumstances.”
Dr Timothy O’Leary, Lecturer, Engineering, University of Cambridge

169. “I am almost five years post-phd and have lived and worked in London for almost three of them. As I am directly EU funded through a Marie Skłodowska Curie fellowship, the brexit vote felt especially personal. Even though I have not felt unwelcome at my place of work and I greatly enjoy working here - from a personal point of view the perspectives of staying in UK after my fellowship ends are not looking great. I am sure I am not alone in this, and leaving the EU would definitely influence the number of EU brains staying and coming to work at UK universities.”
Dr Simone de Jong, Marie Curie Postdoctoral Fellow, MRC SGDP Centre, Institute of Psychiatry, Psychology & Neuroscience, King's College London

170. “I do not support leaving the EU. Free movement of all people - not just scientists - must be maintained. 51.9% is not a mandate to do anything, let alone such a drastic decision. The referendum of 23rd June was advisory; used as a protest vote by many; and must not dictate policy. The "Leave" campaign's promises were lies and the campaigners must individually be held to account, in court.”
Dr Nick Powell, Medical Physics and Bioengineering, University College London

171. “Without access to EU funding and collaboration, UK science will suffer both in terms of finances and attracting the best researchers. The consequences for UK science will be dire.
In my career so far, I have raised over 2.5M in science funding from the EU. This money will be spend in the UK, paying salaries, buying equipment and conducting cutting-edge science. The UK alone cannot hope to match funding at this level.
If the UK has no access to the EU, and its freedom of movement for academics, then the UK becomes less attractive for science. I am already considering leaving for the EU, taking my funding with me.”
Dr Philip Pogge von Strandmann, Senior Lecturer, Earth Sciences, University College London

172. "My views are reflected in the draft of the submission."
173. "The most important thing in science, and I think also in politics, is collaboration and communication. Anything that diminishes the ability or incentive of people across Europe to work with each other is a step backwards for research."
Dr Clare Thorpe, Post-doctoral research associate, Materials Science and Engineering, University of Sheffield

174. "High impact science is carried out in collaboration, not in isolation"
Dr Aaron Hess, Research Fellow, RDM, University of Oxford

175. "I am deeply concerned that the brexit vote will lead to a reduction of funding opportunities for British based researchers. It is vital we maintain access to European schemes (such as Horizon 2020, eurofleets, etc) as these provide funding streams and, equally importantly, cross-border collaboration on multi-national projects. Given the excellent success rate of UK institutions in securing European funding, it would seem inevitable that the amount of funding required to buy into these schemes will go up as these are re-negotiated. I am concerned that this increased buy-in will result in a smaller pot of money for other UK based schemes leading to a net reduction in science funding in the UK. It is important that total funding of UK science is at least maintained (it not increased) post brexit."
Dr Chris Yesson, Research Fellow, Institute of Zoology, Zoological Society of London

176. "I worked as a post-doc in Western Australia (2008-2012) but for both professional and personal reasons I wanted to move back to the UK. Our membership of the EU allowed me to apply for a Marie Curie International Incoming Fellowship, which facilitated my reintegration into UK science. I have since secured a national fellowship (a NERC IRF) and have built a research group and extensive network of collaborators to examine human impacts on marine ecosystems. I currently collaborate with scientists in Portugal, Spain, France and Norway, which is essential for studying marine ecosystems at relevant spatial scales. I am deeply concerned that Brexit will irreversibly damage the UK's standing as world leaders in marine science, and that the conservation, management and sustainability of highly valuable ecosystems will be impacted."
Dr Dan Smale, Research Fellow (website: http://www.mba.ac.uk/fellows/smale), Marine Biological Association of the UK

177. "I already know of colleagues directly affected by Brexit as European partners lack confidence in pursuing grant applications with UK based research scientists. In addition, the sense of xenophobia has made many colleagues feel unwelcome here. This is damaging to UK science as a whole and undoubtedly detrimental to the wider economy."
Dr Robin Runnym, Senior postdoctoral research fellow, Medicine, University of Southampton

178. "After completing my education in the UK I enjoyed periods abroad in France, Germany, Northern Ireland and the USA before returning home to England to kick off my independent career. I'm keen to be able to attract Europeans to join my research group and conduct research with me and hope that the government will enable me to do so."
Dr John Hardy, Lecturer in Materials Science, Chemistry and Materials Science, Lancaster University

179. "My objective is to become an independent researcher in HCI and to keep up with the cutting edge technologies in this field. At the same time, I am interested in lecturing as I love to exchange my experience with students and help them become experts in their field."
Dr Aurora Constantin, Research Associate, Computer science, University of Bath

180. "As the joint letter makes clear, leaving the EU will have profound deleterious effects on UK science. I urge the government to do absolutely everything within its power to minimize this effects."
Dr David Owen, MRC Clinician Scientist, Medicine, Imperial College London

181. "I work in the field of Behavioural Economics and Behavioural Science. Our work is routinely used by government and public bodies to improve services and develop "nudges" that help people make the best decisions for their health, finances, future, and happiness. Despite the importance of this work our research community is still small. There are very few people in the world who have the necessary knowledge and skills that we need, and (due to the field only developing very recently) those who do are disproportionately early career researchers. We simply will not be able to hire enough suitably trained researchers from within the UK.

In addition, the small size of the research community means that it is crucial for us to collaborate with other labs and research organisations. I have spent almost two months in the last year in Berlin working at their labs and additional trips to Basel in Switzerland. These collaborations allow us to pool resources, for example accessing the functional MRI facilities at Basel, and do research that would not otherwise be possible. Our access to the EU, and to the EU collaborative funding schemes is critical to the success of these ventures."
Dr Timothy Mullett, Research Fellow, Psychology, University of Warwick

182. "I am a German research fellow working in England for 2 years now. Give me one example where hindering exchange among scientific communities has benefitted science. Scientific exchange irrespective of national boundaries is essential for scientific progress. In order to maintain Europe's leading position in so many research areas, we need to maintain its scientific infrastructure which rests most importantly on shared funding and the mobility of researchers."
Dr Dorothea Hämmerer, Postdoctoral fellow, University College London

Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)
183. "Most of high impact research papers are a collaborative effort between several international labs. I am a postdoc - Bioinformatician in the University of Cambridge. I have been involved in several high impact Bioinformatics, Genomics and Biological research, non of which would be possible without close collaboration with EU colleagues. Current Brexit policies seem to penalise the British scientists and international scientists working in UK: a few have been loosing on collaboration and consortium project. Unless a clear policy is made to avoid this, the British would be on loosing ground regardless of how smart they are, how hard they work. I am writing my first fellowship grant proposal, the project has been considered of good quality by several PI's across Cambridge. Uncertainty in research funding across Britain makes me consider moving to US or Germany. All depends on how Brexit might effect my fundability in long term"

Dr Avazeh Ghanbarian, Research Associate, Genetics, University of Cambridge

184. "There are two primary threats to scientific progress: the low funding levels for contemporary science, and the lack of flexibility within scientific funding programmes. EU collaborations have gone a tremendous way to resolving the second of these problems, by providing the capacity for senior scientists to collaborate across huge numbers of institutions and providing opportunities for junior scientists to move across borders to share and learn skills. Brexit now threatens this progress, which could lead to the isolation of the UK research community and a loss our ability to work at large scales. If Brexit does go ahead, future research funding needs to incorporate an international dimension to facilitate the movement of highly-skilled researchers into and out of the UK. To do otherwise would be to cripple the UK scientific establishment."

Dr Christopher Hassall, Marie Curie Fellow, School of Biology, University of Leeds

185. "I am a member of the international mine water association and collaborate with international colleagues to help solve pollution issues from mining globally. In the face of falling commodity prices, funding from industry into leading technology and practice has fallen away. Now more than ever research collaborations across international borders are needed. Our work saves lives and sustainable futures. UK based companies and researchers are hugely valuable in this area but will now struggle to gain funding. This will cause us to loose people and their skills from the UK. I worked in Australia and am now regrettably looking at going back there in the near future to allow me to work on my area of expertise. I am lucky. Being able to work at least to some degree with industry while working in a predominantly teaching role at university. Research informed teaching is imperative for good graduate skills. However I am the exception. The EU partnerships are the lifeblood of British universities. Many jobs and the quality and employment prospects of future graduates depend upon freedom of work within and funding from the EU. This must, in some way be protected, particularly in the short to medium term. Or it we will go irrevocably backwards."

Dr Alison Turner, Lecturer, Chemistry, Plymouth University

186. "EU funding enabled me to come to Oxford and produce a new body of scholarship on immigration and politics. In addition to European researchers, EU programs like Marie Curie enable Americans such as myself to come to UK universities and build new research networks".

Dr Ali Chaudhary, marie curie early career researchers(postdoc), International Development , University of Oxford

187. "I am deeply concerned about the loss of opportunities for my research students when we leave the EU. As a PhD student, my first opportunity to speak at a scientific conference was a COST D35 network meeting in Lausanne. This changed my career path in two ways. 1) I met internationally leading scientists who I have continued to work with ever since and they have helped me to progress. 2) I learned about how chemistry can be used to convert sunlight to electricity and that inspired me to change my research direction towards solar power. Thanks to one of the professors I met on that trip, I secured a post-doctoral position at the leading group in the EU for dye-sensitized solar cells in Uppsala, Sweden. I published over 10 papers during those three years, one of which has over 500 citations. My success enabled me to secure a Royal Society Dorothy Hodgkin Fellowship back in the UK and kick-started my independent career. I am currently waiting to hear the outcome of my interview for an ERC grant.

Because of the European contacts I made during my PhD/post-doc I was invited to be on the steering committee and working group leader for a new COST action in 2012. This action has enabled my students to attend and present at several meetings a year for free. They have built a network of peers that will support them as they progress through their own career path. They have benefitted from research exchanges to other labs, sharing ideas and technical knowledge and accessing equipment that they would not otherwise have. This year I was asked to lead the renewal. Brexit has put this at risk and my future students will not benefit from the opportunities I have enjoyed. When I was making the decision where to go for my post-doc, I asked a professor I knew at MIT for advice. He told me he encouraged his students to go to Europe because "we have such a good set-up here" where people work together and support each other. What a desperate shame it would be for the UK not to be a part of that."

Dr Elizabeth Gibson, Lecturer in Physical Chemistry, Chemistry, Newcastle University

188. "I'm a postdoctoral researcher in the UK since 2013, I'm originally Italian and I did my PhD in Switzerland, I guess I can speak on the behalf of many others when I say how important is for the scientific community being globalised, how important is for each researcher in Europe and outside Europe being part of an unique and vibrant network as the one offered by the EU. European fundings and free mobility are vital for any kind of research to survive."

Dr Rosalba Camicia, postdoc, LMCB, University College London

189. "Leaving EU and canceling European funding sources would negatively affect not only the rate of current research but also attracting research elites to the UK. Talking to a number of colleagues who like myself have recently moved to the UK one can see clear signs of confusions and disappointments, which would have a very negative impact on the research activity
Joint written evidence submitted by
1,640 UK-based Early Career Researchers (LEA0104)

of individuals and essentially whole country. I hope at least agreements could be made on retaining the European research funds."
Dr Ehsan Forootan, Lecturer, School of Earth and Ocean Sciences, University of Cambridge

190. "My and many of my British colleagues' careers have benefitted directly from the EU. At a key stage of my early research career, EU funding and freedom-of-movement allowed me to work in one of the World's foremost research institutes in France. Despite now residing in the UK, I still work very closely with the European contacts I made during that time. If we lose access to the benefits that the EU brings, I fear future researchers will fail to reap the rewards that propelled my career and UK research. Finally, I currently supervise one French PhD student and another from Greece is due to start in October. Without freedom of movement, researchers like me will lose out on attracting the best minds from around Europe, hampering cutting-edge research."
Dr James Mullaney, Research Fellow, Physics and Astronomy, The University of Sheffield

191. "Leaving the EU will rob me of any career prospects with 90% of all funding for my discipline coming from the EU. This, combined with the total privatisation of HE has will leave me with absolutely no option but to abandon the discipline I am an expert in. Either that or it WILL force me to emigrate! The beginning of a massive brain drain!!"
Dr David Underhill, Teaching assistant, Humanities, University of Nottingham

192. "Access to European funding is critical to me as an early career researcher. RCUK only have a limited number of fellowships and funding available; securing funding is already under intense competition. The European funding represents a valuable source of funding, and I have already benefited from a Marie Sklodowska-Curie fellowship that enabled me to move to the UK from Australia. Furthermore, free movement within the EU is vital to attracting the best researchers to the UK and allows us to be a world leader centre for science. I fear that losing this freedom will seriously curtail the ability of labs to recruit the best researchers."
Dr Laura Kelley, Research Fellow, University of Cambridge

193. "I am employed on an EU grant. If the UK was not a member of the EU, my job would not exist. As I embark on my independent career, it will be important for me to win competitive research funding. I plan to apply for an RCUK grant in the near future, in the knowledge that my CV is competitive for some RCUK grants. Many of the larger schemes (Horizon2020, ERC advanced grants) that my senior colleagues usually apply for are funded by the EU. With the UK leaving the EU, they will no longer be eligible to apply for these grants, forcing them into competition for RCUK grants, in competition with ECRs. Upon leaving the EU, the UK must, therefore provide more funding streams, and more grants targeted at junior and senior researchers. If this is not the case, research will stagnate leaving the state of research-led higher education in the UK in an untenable position."

I am passionate about the UK, life in the UK, and higher education in the UK. Yet already I feel that the UK has the potential to become an undesirable location for good ECR scientists. Already I feel forced to look outside the UK for the good of my mid- to long-term career. This can be fixed - more UK-based funding is needed."
Dr Kay Ritchie, Research Fellow, School of Psychology, University of York

194. "For UK science to continue to thrive, it is imperative that it is made very easy for young UK researchers to spend time in EU countries, and for young scientists from EU countries to be able to easily visit labs and scientific industry partners in the UK. Inequalities, such as charging EU PhD student higher fees would effectively serve to drive away the most talented young researchers from the UK, to the detriment of UK science, and may also limit the education available to UK students in EU countries."
Dr Magdalena Zarowiecki, Research Associate, Department of Haemato-Oncology, King's College London

195. "Following participation in a project funded by the EU I would like to highlight, that I authored two papers that have been published in international peer-reviewed journals and just today have had another accepted. Together these have been cited over 20 times despite only being published last year. I am concerned that funding, research opportunities and quality, as well as the UK's competitive edge will be reduced without EU membership. As a research professional with many collaborators from European universities as well as colleagues now based in the UK, who are European nationals, I see the upmost importance in maintaining our strong links. Science today is based on trusted and strong collaborations which often take years to develop. Any loss of these links will set UK science back, halting important and exciting research for years to come."
Dr Lucy Woodall, Post doctoral researcher, Zoology, University of Oxford

196. "I have great concern for the future of British science, engineering and research that requires well-funded international collaboration. Our success in research and resulting impact relies heavily on our ability to be a full part of European Union science arrangements and it is hard to see how they can be maintained upon a Brexit. Personally, I have had the privilege to be supported by EU Framework Programme funds since 1996 - about 30% of my current funding is from the EU. Without this funding international collaboration in my area of sustainable transport, energy, public health and climate change research would be virtually impossible, as bilateral agreements either do not exist or will be heavily oversubscribed. Over half of our Masters, a significant proportion of our doctoral and the majority of our academic visitors are from EU countries, and I fear the UK will not be able to continue attracting the best researchers to its research institutions, therefore having detrimental longer term effects on our scientific standing, networks and participation in international research efforts."
Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)

Dr Christian Brand, Senior Research Fellow and Associate Professor, School of Geography and Environment, University of Oxford

197. "The UK punches far above its weight in terms of scientific study and advancement, and EU funding and personnel are a large part of that. Please ensure that EU funding is still accessible in the UK so that we can remain a leading scientific country." Dr John Grogan, Research Associate, School of Clinical Sciences, University of Bristol

198. "I hold a European Research Council Starting Grant, a competitive award of 1.5M euros made to directly to me as a researcher to run a five-year research project. There simply is no other source of funding that could have allowed this ambitious project (already hailed worldwide as exciting and innovative UK-based research) to exist. I am just one of a large number of UK-based researchers benefitting from European funding schemes, and in turn contributing directly to the country's economy and research output. Any threat to the UKs access to European funding is a threat to the UKs research output and status, and to the economy more broadly.

From both a professional and a personal point of view, I greatly value my EU citizenship, and I deeply regret the outcome of the referendum and find the prospect of being stripped of my EU citizenship and all the opportunities and protection it provides abhorrent. But however the government eventually proceeds based on this marginal advisory vote (where only a 37% minority of the electorate voted in favour of leaving the EU), there are still opportunities to ensure that the UK retains access to European funding and to protect and promote European-funded research in the UK." Dr Philippa Steele, Senior Research Associate and Principal Investigator of the ERC project Contexts of and Relations between Early Writing Systems, Faculty of Classics, University of Cambridge

199. "The EU contributes vital funding and skilled individuals to the UK. I urge you to consider the serious impact science funding has to the quality of University education, innovation and discovery in this country. These factors greatly influence the economy and can change the quality of life of future generations to come." Dr Vicki Metzis, Postdoc, The Francis Crick Institute

200. "I have benefitted greatly from the inclusion of the UK within the EU. 1) My current position and funding in the UK is from the EU-based Marie Curie fellowship grant, thus bringing EU funds and research output to the UK. 2) The specific Marie Curie grant I hold is the Intra-European version (movement from one EU country to another). 3) I moved from the Netherlands to the UK with my British partner; as a non-EU citizen, we benefitted from freedom of movement within the EU for my visa. I could move to the UK as his partner under EU rules, which greatly simplified the procedure for us.

More broadly, I have many collaborations with colleagues across the EU and feel strongly about maintaining these links through grant/funding opportunities which allow collaboration across the EU."

Dr Johanna Zumer, Marie Curie Intra-European Research Postdoctoral Fellow, Psychology, University of Birmingham

201. "It is practically impossible to overstate how important the free movement of students, researchers, and ideas have been to the current success of UK research. The UK's research institutions are regularly ranked as some of the best in the world, typically exceeding the capabilities of our European neighbours. This advantage isn't purely a product of better infrastructure or funding, indeed many of our EU competitors are better funded. We conduct the best research because we attract the best people and we are able to attract the best people because the UK has, historically, being perceived as a welcoming and accessible to overseas academics and students. We are now in the process of throwing all this away - and once that advantage is lost it will of course be incredibly difficult to recover because there is a clear cumulative advantage inferred to the incumbent academic power. Even if the end point of the Brexit farce results in a return to the status quo that may be too late, the intervening three years of uncertainty will have put off innumerable researchers who will simply go elsewhere; weakening our own academic institutions and strengthening others.

Bottom line:  end the uncertainty now, guarantee the position of EU nationals working in UK universities (and outside the sector), make it clear that under graduates, graduate students and more senior researchers will still have same access to UK universities and the supporting infrastructure that they currently enjoy. Not doing so will significantly affect the UK research output."

Dr Caswell Barry, Principal research associate, CDB, University College London

202. "My lab currently benefits greatly from EU funding. We have 2 Marie Curie grants that fund a postdoc and a PhD student, and we are also planning to apply for various other EU grants, such as the ERC starting grant. All of this funding is critical for the running of my lab." Dr Yanlan Mao, Group Leader, MRC LMB, University College London

203. "Leaving the EU will lead the UK to a progressive massive deterioration of its research, and years and years of hard work of prestigious scientists of this country will be destroyed."

Dr Mar Rus-Calafell, Clinical research manager, Social Psychiatry, Institute of Psychiatry, Psychology and Neuroscience, King's College London

204. "Despite my lack of EU citizenship, I have personally benefited from the open collaborations and funding between the EU and the UK. My postdoctoral research in the Netherlands benefited from International Training Grants with collaborative..."
partners in the UK and gave me the opportunity to co-supervise several PhD students from the UK. I have now worked at two different institutions within the UK as a researcher and am seeing my opportunities for collaboration, funding, and student recruitment diminish. I, and non-EU international researchers like myself, are less likely to remain in the UK if these opportunities diminish. Having just arrived to the UK as an academic less than two years ago, I was excited about the possibilities open to me as a UK scientist within the EU, so I am disappointed that the outlook has changed so rapidly due to Brexit."
Dr Ben Manton, Postdoctoral Research Associate, Earth Sciences, University of Oxford

205. "The current situation with the vote to leave the EU is very concerning to many early career researchers for whom (pre-brexit vote) already had an uncertain career path. This is especially true since there is little trust between the Science community to UK governments (past and present) willingness to fund science when other policies more popular to voters are present.
I believe that the government need to reassure the science community soon that they will provide for their needs and cover the monetary shortfall which may arise if we leave EU funding structures. Moreover any increase in domestic science funding to cover this loss should be in kind, i.e. supporting international collaborative research. It would also be well aimed at Early career researchers to show that their future can be in the UK. Early career researchers are highly mobile, and due to the short-term nature of their jobs are almost always looking for opportunities outside of their current position. It would be wise to show them sooner rather than later that the UK will support them before they plan their careers elsewhere."  
Dr Thomas Jenseen, Postdoctoral Research Fellow, Institute of Neurology, Clinical and experimental epilepsy, University College London

206. "I have come to the UK from Germany (9 years ago) and have stayed ever since to establish my scientific career because I have found that, within the EU, the UK provides the most inspiring and thriving scientific environment in my area of research. It is currently very uncertain how this might change as a result of Brexit. I urge the government to take the necessary actions to ensure that early career researchers can continue to work in such an environment."
Dr Miriam Klein-Flugge, Postdoctoral Fellow, Experimental Psychology, University of Oxford

207. "As a foreign early career researcher I feel put at risk because of Brexit. Former colleagues outside the UK are already questioning the possibility of working with me as I am based in the UK. Despite assurances that for now there will be no change it will have consequences for my Horizon 2020 application as partners are not willing to start new collaborations until everything is clear. That will likely take a few years at the current rate."
Dr Ingrid den Uijl, lecturer animal health surveillance, veterinary epidemiology and public health, University of Surrey

208. "Besides funding, which is clearly explained in this submission, I would like to highlight the free movement of people. The interchange of people between EU countries was probably one of the biggest achievements of the EU project, which triggered a golden age of scientific development. This free movement translates in free exchange of ideas and skills, and these are at the heart of science. A considerable number of researchers working in the UK are not UK nationals, rather they come from all over Europe (and world) in search for the best place to conduct their science. With them, they bring unique views and competences. This diversity is without a doubt the major asset of UK science and probably of its society. For science in particular it is fundamental, as it is an international undertaking, it knows no boundairies or nationalities, restricting or reducing its reach in any way would be a historical mistake for the UK."
Dr Pedro Pereira, Research Associate, MRC-Laboratory for Molecular Cell Biology, University College London

209. "Working with EU scientist both within my institution and through multi-site projects has been an essential part of my career and has led to far more successful and impactful research than would have been possible otherwise. I am extremely worried about how important research could continue if there are barriers put in be way of interaction across Europe. Long-standing collaborators have already expressed concern about developing further proposals with me because of the uncertainty of the UK's position and it is vital that this is clarified urgently to prevent the UK being shut out of leading research."
Dr Fiona McNeill, Assistant professor, Computer Science, Heriot-Watt University

210. "Free movement is key for maintaining the high quality of incoming DPhil students. I am truly concerned about losing the opportunity for the best students and postdocs from across Europe to come to Oxford for their graduate studies or early career research. As a new PI, my career also depends on having the strongest possible team, and leaving the EU, and enforcing overseas fees for students from strong methodological backgrounds like Germany, Netherlands, Belgium etc will make them go elsewhere and jeopardise the leading status of the University, the department, and finally also my own new lab."
Dr Nele Demeyere, Associate Professor, Experimental Psychology, University of Oxford

211. "I personally fear for the future of my job and I have started to consider moving out of the UK to continue my career."
Dr Isabel Llorente Garcia, Research Fellow, Physics and Astronomy, University College London

212. "Working in a lab with multiple international postdocs and PhDs students is very beneficial, both for scientific output and teaching undergraduates. I, like many, take great pride in UK university teaching and research and with recent political changes, I would urge the government to preserve and improve our excellent universities."
Dr Ben Manton, Postdoctoral Research Associate, Earth Sciences, University of Oxford
Joint written evidence submitted by
1,640 UK-based Early Career Researchers (LEA0104)

213. “I split my time between being assistant prof in the Netherlands and researcher in Cambridge. It looks like Brexit will make my collaborative work impossible to carry further, and will force me out of Britain entirely, unable to come back. I am British and Canadian Citizen. The coming gap in collaborative funding is what is going to cause lots of damage to UK research and innovation, driving large numbers of UK scientists and highly innovative labour force out of the UK. Damage will made done very quickly and will take a very long time to repair.”
Dr Jean-Francois Mercure, Department Fellow, Land Economy, University of Cambridge

214. “My career has experimented an astonishing effervescence in my three years in England. I have been recently described by others as ‘an international leader’ in my field of expertise. I had plans for applying for a Royal Society University Research Fellowship, as my Department has expressed an interest in keeping me here. However, my future status as an EU migrant could not be more unclear.

I have a 5 year-old daughter who wants to remain in England and to whom I cannot explain why Britain is leaving the EU. Nor can school teachers, as it contradicts the very historical values they are teaching our children. Often, the most difficult questions are posed by them, as their sincerity goes beyond adulthood fears and barriers. These values she is learning now are the foundation for research programs such as Horizon 2020. We are already missing out on these programs despite paying our quotas (as we are being seen as a risky partner), and the future does not look better for us. In this age of constant planetary challenges, Britain is choosing to close, retract and isolate itself from the very few options we have for tackling them.”
Dr Jon Agirre, PDRA, Chemistry, University of York

215. “100% of the PhD students in my group come from the EU. If the funding status changes, and these students are classified as overseas for fees purposes, I will only be able to afford PhD students from the UK. There is not enough talent, nor applicants in the UK to fill all PhD positions available at UK universities.”
Dr Claire Higgins, Lecturer, Bioengineering, Imperial College London

216. “I work in theoretical physics where most of the funding for employing postdoctoral researchers now comes from the EU, including my own. Disappearance of these funding opportunities without proper replacement would be disastrous for science in the UK, as postdoctoral researchers often have vital roles in advancing new directions of research, linking between graduate students and faculty.”
Dr Steffen Gielen, Research Associate, Department of Physics, Imperial College London

217. “As an Early Career Researcher I rely almost entirely on grant funding provided by EU organisations for my current and future employment. Please consider doing all that you can to remain a member of the EU’s funding organisations for science, as it is vital to the success of all UK scientists. If, in the future, UK scientists are no longer eligible for EU funding, please ensure that the necessary UK-based organisations, administration and funding are put in place before this transition takes place in order to fill the enormous void that will result from the sudden and dramatic loss in science funding in the UK.”
Dr Rebecca Gilbert, Research Associate, Psychology, University College London

218. “I wholeheartedly support the attached letter. I am a UK National and have studied in the Republic of Ireland (where I received my PhD) and am currently working in the UK, due to its exceptional strengths in STEM. I have major concerns about the impact that leaving the EU will have on my ability to gain research funding (significant amounts, which are largely unavailable through other solely-UK sources), as well as collaborate effectively with a strong network of researchers in the EU. I have worked with researchers from EU member states for many years, with our research having strong impact due to the pool of fantastic researchers that the EU offers and the ease by which we can collaborate thanks to EU membership. I feel it is imperative to safeguard the future of UK research and implore the government to do their utmost to ensure this.”
Dr Gemma-Louise Davies, Global Research Fellow (Early Career), Chemistry, University of Warwick

219. “I just bought a house, am funded by eu, and my son has a severe disability and relies heavily on care provided to him in Cambridge. In Australia and NZ he would not be eligable for a citizen ship. Needless to say, I am very very worried about our future here.”
Dr Anne-Laure van Harmelen, Research Fellow, Psychiatry, University of Cambridge

220. “I am a dual national, both a US and UK citizen, who has had the benefit of being able to work visa-free in both continents; however, I recognize with increasing austerity imposed on spending across several countries, research for science has generally suffered. Certainly the scale of top-level science occurring in the UK could not be maintained by UK research budgets alone. This country benefits disproportionately from EU pooled funding, which in turn benefits the other EU member states by allowing their citizens to move freely and gain valuable experience here. Severing these academic ties seems wholly misguided, especially considering the scale of the economic and scientific challenges that face the global community. In addition, being able to attract the best students and researchers from the around world has greatly enhanced the level of science and science teaching occurring across UK academic institutions, further improving the level of training British undergraduate and graduate students receive.”
Dr Alexandra Morel, Post-Doctoral Researcher, School of Geography and the Environment, University of Oxford

221. “I work with a team of 7 people, 4 of whom are EU nationals. They all plan to leave the UK when our project ends.”
Dr Eleanor Kingwell-Banham, Research associate, Institute of Archaeology, University College London
Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)

222. “England leaving the EU has raised three big issues for my future as a scientist in the UK: (1) can uk commit to long term investment in science? Recent political climate and continuing aftermath suggests that we should not take it for granted. (2) I came to UK because it is excellent at research and teaching. These are mostly due to the brilliant people in the universities, but it will become harder to recruit the best people if EU citizens have to pay and apply for getting into the UK. (3) Lastly, it is personal. When the UK leaves the EU, I am no longer here as EU citizen, but rather an immigrant. A sad day.”

Dr Karolis Misiunas, Postdoc, Physics, University of Cambridge

223. “Good research needs adequate funding, and good ideas are not exclusive to those with established positions, but also those with emerging careers.”

Dr Louise O’Hare, Lecturer, Psychology, University of Lincoln

224. “Any restriction to EU funding that occurs as a result of the UK leaving the EU will have a disastrous effect on UK universities’ ability not only to attract the best early career researchers from outside the UK, but also to retain those currently working here. This will have obvious negative consequences for the global reputation of UK research. Since the referendum, many of my early career EU colleagues are now actively seeking new positions outside the UK. Further, UK citizens’ careers will be substantially impeded without access to these sources of funding.”

Dr Katherine Twomey, Senior Research Associate, Psychology, Lancaster University, UK

225. “Systems medicine research requires broad collaboration across disciplines. A number of collaborations have been funded by the European Council, including SysmedIBD which is my current source of funding. Any restrictions on access to this funding stream will severely restrict future UK led research in this field. The consequences of which will be decreased translational impact for UK science, a peripheral role in planned pan-European health care initiatives, and ultimately a ‘brain-drain’ out of UK science.”

Dr Michael Burkitt, SysmedIBD Advanced Fellow in systems medicine and IBD research, Molecular and Cellular Physiology, University of Liverpool

226. “I am concerned about the impact of leaving the EU on UK universities, which is why I am signing this letter. I wholeheartedly agree with the points made in the letter.”

Dr Tom Bond, Junior Research Fellow, Department of Civil and Environmental Engineering, Imperial College London

227. “My research concerns the nature and consequences of genetic disorders (e.g. Fragile X syndrome, Down syndrome, and 22q11 deletion syndrome) associated with learning disabilities, its diagnosis, and the treatments to manage these problems. These disorders are rare and most of our research (particularly treatment trials) require collaboration with European groups. Within the EU, we have a culturally comparable population and critical mass of health services and research groups. Recent years have seen the development of the EU structures, legal mechanisms, guidelines and funding opportunities that are required to enable large scale collaboration to the benefit of individuals with rare diseases. For example, the EU clinical trials directive has helped to harmonise trial ethics and consent procedures, and enabled a coherent approach to dealing with participants who are not able to consent for themselves. UK science and medical research has been at the forefront of many of these efforts and we have benefited enormously from EU-wide collaboration. Brexit threatens the progress that have been made, and will have a disastrous effect by destabilising existing collaborations, and having to start from scratch i.t.o. achieving a common understanding and approaches to clinical research, as well as severely limiting the opportunities for cross-country funding that are so desperately needed for collaborative research. Patients will suffer as a result because of a much slower rate of progress and fewer opportunities to participate in important research programmes.”

Dr Andre Strydom, Reader in Intellectual Disabilities, Division of psychiatry, University College London

228. “I am a British scientist currently funded by the ERC. The potential lack of future EU funding and restriction of free movement between European countries is already making me consider moving and continuing my career in either the USA or Australasia.”

Dr Leanne Taylor-Smith, Post-Doctoral Researcher, IMI and School of Biosciences, University of Birmingham

229. “Membership of the EU provided many opportunities to Early Career Researchers in terms of potential funding, development of collaborations and freedom of movement of students as well as researchers. The prospect of losing these opportunities concerns me greatly. I have already begun to think about other potential countries in which to do my research so that I can maximise my career potential. I feel that without a similar system in place to the one facilitated by our EU membership that the UK will not be a place to carry out ground breaking science.”

Dr Matthew Grainger, Research Associate, Agriculture/Biology, Newcastle University

230. “I fully agree with the content of this letter. I am currently working to set up my new laboratory at University of Leeds. While I am seeking financial support in UK, I am also the PI of two grants based in EU (one from Italy and one from Horizon 2020). Thus far I have been able to provide continuity to my projects and my collaborators, and I hope I will able to continue working in Europe.”

Dr Matteo Castronovo, Lecturer in Biochemistry, School of Food Science and Nutrition, University of Leeds
231. “The UK has and should continue to be a research leader in science. Therefore, it is of vital importance funding is available to allow vital and ground-breaking research to be continued. I can see how well these funds have been used by observing the excellent work of colleagues and peers during my university. It would be a tragedy were this to be lost.”
Dr Mark Puttick, Postdoctoral researcher, Earth Sciences, University of Bristol

232. “I am an EU citizen working on healthy aging. The UK has been a welcoming, vibrant place for us (my wife and I) scientists and our family. However, on the 23rd of June this abruptly changed. Professionally, talented PhD students and postdocs are less likely to apply, and important collaborative EU-wide projects on healthy aging are less likely to include UK projects. On a personal level, I feel far less welcome than I did only a month ago. For example, with a disabled child, it is not even clear to me whether our family would be eligible for a visa, or whether that would change when my son turns 18. The prospect of possibly being deported is harrowing. I have invested four of my most productive scientific years in the UK system, and hope to do so for a long time to come in an international and collaborative environment. The adverse consequences of Brexit are real, already happening, and have already seriously damaged the reputation of UK science. It is not too late to find a way to avert this scientific disaster. Please, do something.”
Dr Rogier Kievit, Programme Leader Track, Cognition and Brain Sciences Unit, MRC

233. “Although I have undertaken all my scientific training in the UK, in every group I have worked in I have always been surrounded by amazing researchers from around Europe, many of them funded by ERC fellowships. The diversity of training and perspective that this brings creates a far more stimulating and productive research environment than would be possible otherwise. Many of these researchers have now returned to their countries of birth creating a ready network of collaborators for me at leading institutions around Europe. I fear that barriers to movement and funding for European researchers to work and study in the UK and for us to collaborate with European colleagues will isolate us from the talent and innovation going on around Europe.”
Dr Jonathan Foster, Ramsay and Vice Chancellors Fellow, Chemistry, University of Sheffield

234. “I am really concerned about the future of the science in UK. Foreign researchers will need to apply for visa to work here. As principal investigator, you cannot applied for EU funding from now onwards, and the possibilities to get funding is going to be critically affected. Recruitment of clever and intelligent PhD and postdocs is going to have a negative impact. Maybe I am quite pessimistic, but I think that the consequences in the UK science system are going to be very negative.”
Dr Jana Alonso, Postdoctoral Research Assistant (PDRA), OMPI, Sir William Dunn School of Pathology, University of Oxford

235. “As a UK citizen, I have been surrounded by researchers from around the world, including many from the EU, throughout my time in science. They have personally helped me to have a wider perspective on science, brought skills and knowledge which has been beneficial to my work, and contributed to a diverse and attractive working environment, one which brings major benefits to UK science and the UK economy. I would like to add my name to this submission, in the hope the UK Government will work to protect this valuable scientific ecosystem during Brexit and support early career researchers in building our scientific careers here in the UK.”
Dr Andrew Porter, Post-doctoral Researcher, Cancer Research UK Manchester Institute, University of Manchester

236. “One observation: the letter is limited to STEM and could be broader as to include early career researchers from other disciplines. Even though the parliamentary committee is on “Science and Technology”, its focus goes beyond STEM, e.g. covering research in Arts, Humanities and Social Sciences.”
Dr Emmanouil Benetos, RAEng Research Fellow, School of Electronic Engineering and Computer Science, Queen Mary University of London

237. “I would add that the benefit to UK-based researchers of full bi-directional participation in the European community should not be discounted. In particular the ease with which UK researchers can move to the EU for short-term postdoctoral work, prior to returning to the UK in the longer term, benefits both the researcher themselves and UK science in general. This allows them to develop international collaborations and an international outlook and profile, as well as exposing them to thought processes and technical expertise outside of the UK, and also contributes to the longer-term growth and development of UK science in general, by bringing an international level of experience and knowledge back with them upon their return. Freedom of movement is therefore critical in both directions for the long-term prosperity of UK research, both in attracting European researchers to the UK, and in allowing UK researchers to work in the EU.”
Dr Timothy Craig, Research Fellow, Earth and Environment, University of Leeds

238. “I came from France to the UK 9 years ago to do an EU funded PhD and have since become a dual French-National citizen, married to a British citizen and settled in this country and now an Academic researcher in a major UK university. Without EU free movement and research mobility funding I wouldn’t be here contributing to the excellence in research and teaching at a UK university. Mobility of researchers is critical to the development of early career researchers, building strong research networks and enhancing the quality of teaching in UK universities, making UK research internationally excellent.”
Dr Lauren Gregoire, Academic Research Fellow, School of Earth and Environment, University of Leeds

239. “This outcome does not only affect (heavily) my future job security in terms of investment and funding; it also affects how I feel about the country I am currently working in. Not unwelcome, but disillusioned a little and also like it is a place I don’t wish to be a part of any more. The next few years will change and decide a lot for me in this regard. Here’s hoping for the best.”
240. "I work with a number of talented and gifted individuals from the EU. Without their support my work would not be possible. In addition, funding from the EU is hugely important in funding the sector we work in and without a matched contribution from other sources then the work we carry out into the cardiovascular health of mothers who have experienced preclampsia or gestational hypertension would be significantly impaired."
Dr Henry Boardman, cardiology research fellow, cardiovascular medicine, university of oxford

241. "I may have a British passport, but I am first and foremost a European scientist. My expertise (in gene therapy, cardiovascular disease and cancer) comes from a childhood spent in Luxembourg, four years at Edinburgh University, four years at Cambridge University and, most recently, 7 postdoctoral years at Glasgow University. It comes from working in laboratories based in France, Holland and Sweden. It was utterly dependent on interactions and collaborations with other scientists in Spain, Germany and Hungary - and was greatly enhanced by working alongside colleagues from across the EU and beyond.

Openness is the lifeblood of science, a pre-requisite for the generation of new ideas and groundbreaking concepts; erecting the borders and barriers that appear to be a fundamental tenet of Brexit will stifle these conversations, dampening spirits and restricting the open flow of information and expertise. I was deeply opposed to Brexit pre-vote, and in the current turbulent times I find little to reassure me that anything positive can arise out of this lamentable situation we find ourselves in."
Dr Angela Bradshaw, Research Fellow, Institute for Cardiovascular and Medical Sciences, University of Glasgow

242. "The European Union and the funding it provides are absolutely critical to the sustainable and successful development of science and arts and humanities funding in the UK. I have several times been the recipient of EU funding and it has made a massive difference to my career. I call upon the UK government to do all it can to continue to secure access to European funding for UK-based researchers and to retain freedom of movement for early career researchers."
Dr Heather Ellis, Vice-Chancellor's Fellow, Education, University of Sheffield

243. "I currently work on a European Council Framework 7 project looking at the role climate change has on extreme weather events. Understanding the link between climate change and extreme weather is of utmost importance to society in order to plan infrastructure into the future. Leaving the EU will make it impossible to secure continuation funding from the Council. Without such projects the UK is leaving itself open to not have the capacity to deal with a changing climate."
Dr Neil Massey, Post doctoral research assistant, Environmental Change Institute, University of Oxford

244. "In 2014 I decided to relocate to the UK after completing a successful postdoctoral stay in the USA working at Harvard University and MIT. That decision was partly made as a EU citizen to contribute to the advance of the European science in a country with the best tradition to support my career as an independent researcher. Leaving the science of the EU will result in loss of competitiveness and critical mass, as well as the strategic benefits arising from cooperation. The isolation will be devastating and many people in my situation might decide to move to other countries to continue their research activities."
Dr Jose Jimenez, Lecturer in Synthetic Biology, Faculty of Health and Medical Sciences, University of Surrey

245. "I returned home to the UK with my young family at the end of February 2016 to establish my own research group, after a period of time working in the US. I was attracted by the UK being my home part of the EU. Losing access to EU funding and talented European researchers would certainly make me reconsider our position in the UK."
Dr Michael Craig, Research Fellow, University of Exeter Medical School, University of Exeter

246. "I am British, and have recently won a fellowship as an Early Career Researcher. Other than the significant impact exiting Europe would have on my personal life (my wife is Italian), I am very concerned about the future of science and research in the UK if we leave Europe. First, funding for early career researchers is highly competitive with very few awards available overall. Leaving the EU funding sources at least half the options available for early career scientists.

In the recent years, UK has been very attractive for scientists from around the world, especially high-skilled Europeans. This has benefitted the UK scientific environment hugely, by making it a very productive and successful. I am afraid that leaving the EU, will cause many scientists to reconsider their choice of living in the UK (I have also been considering it). I am due to appoint a new researcher in my lab and am afraid our choice to leave the EU might be deter many applications."
Dr Aman Saleem, Senior Research Fellow, UCL Institute of Ophthalmology, University College London

247. "Brexit could severely impair scientific research in the UK. Access to European funds and the easy recruitment of excellent researchers due to free movement of labour in the EU are essential for productivity. I have myself received a European research grant and recruited numerous EU nationals as students and postdocs in my lab. But so far the government has not even committed to assuring that EU nationals like myself retain their residence rights after Brexit (I am a German citizen who has lived in the UK since 1999). This breeds uncertainty and many of us already consider leaving the UK. Why should any bright minds even consider moving here when the situation is so unpredictable? Unless this uncertainty is resolved soon, UK science may lose its competitive edge."
Dr D. Samuel Schwarzkopf, Independent Research Fellow / Lecturer, Experimental Psychology, University College London
248. "I'm an immigrant working in the UK for the last 14 years. I arrived with an EU grant and I'm concerned others won't have the same opportunities."
Dr Silvia Bello, Researcher, Palaeontology, Natural History Museum

249. "My words echo the statement already written."
Dr Kerry Abrams, Postdoctoral researcher in electron microscopy of polymers, Materials, University of Sheffield

250. "Over the past 14 years I have been fortunate to work on a multitude of high impact scientific projects in the field of environment and health, all of which were funded by the European Union. This has included projects funded by the FP6, FP7 and Horizon2020 programmes and a number of networks of excellence. In a globalised economy it is essential that UK researchers have direct access not only to the funding streams themselves, but also to the networks of researchers operating elsewhere in Europe. Interdisciplinary, international approaches are key to improving society’s response to the many interdisciplinary, international problems that characterise the nexus between the environment (in its broadest sense) and public health.

Through my involvement in European Union-funded international projects, I have been able to live and work in five member states over the past decade and have acquired a high level of proficiency in five languages as a result. I am currently managing a large, international European project in the UK - current indicators suggest that this will continue to be funded until its completion in 2020. I can see that changes in the UK’s status regarding access to EU funding may put continuity of UK scientific research at considerable risk and may lead to a brain drain out of the UK."
Dr James Grellier, Research Fellow, European Centre for Environment and Human Health, University of Exeter

251. "The early career stage in STEM is a critical period where support is needed to ensure long-term success. If the prospects of early career researchers in the UK are damaged, this will have major long-term consequences for the success of STEM in the UK as a whole. There is a real and imminent threat that early career researchers may leave and establish themselves in competitive research environments elsewhere, such as in the EU, America or Asia.

Three key aspects of the UK's international STEM competitiveness are: access to European Union funding, the free movement of European researchers, and the critically important opportunities afforded by the investment of major international companies in UK R&D. We were therefore deeply disappointed by the UK vote to leave the EU. Uncertainty in the period after the referendum causes significant concern for the future of science in the UK. We believe it is crucial that the government acts now to ensure that the UK remains outward-facing to attract and retain early career researchers from home and abroad and to foster collaboration with EU scientists."
Dr Virginia Saez-Martinez, Postdoc researcher, CEAC, Aston University

252. "As a British post-doctoral researcher working in a UK university, and having completed my PhD in the last couple of months, the future of science in this country is one that is close to my heart. I work in the emerging and increasingly important field of nanoscience, studying the fundamental properties of graphene and other low-dimensional materials. Collaboration across international borders is essential for the highly interdisciplinary nature of the research in this area. I work very closely with theoreticians, microscopists, and chemists spread throughout several different EU member countries; simply put, none of my research would be possible without their cooperation and expertise.

I wish to emphasise that it is not sufficient to simply replace EU science funding with equivalent UK-distributed funds, but that it is vital that these close links with European institutions is maintained and strengthened as science continues to become increasingly cross-border in nature. EU-driven initiatives such as the ERC play a huge role in this regard, creating a shared European scientific community, and continued UK access to them should be a priority in the upcoming negotiations. Failure to achieve this will result in the UK becoming a much less attractive place to pursue my career in science.”
Dr Stephen Skowron, Research Associate, School of Chemistry, University of Nottingham

253. "I have been a lecturer (tenure track) at the University of Exeter for 3 years and have already been significantly funded by EU grants. I have also applied to the Marie Curie fellowships and am planning to submit a major ERC consolidator grant in the next year. I regularly work with leading researchers from a wealth of different nations, including other European countries, and feel that my ability to produce cutting edge research with world leading academics will be significantly impacted by barriers to funding and scientist from the EU."
Dr Lucy Hawkes, Lecturer, College of Life and Environmental Sciences, University of Exeter

254. "The issues laid out in this submission are of vital consideration in the furthering of front line scientific research in this country. However, beyond just these issues raised directly by the result of the referendum, the negative impact on the referendum campaign must also be considered by the new government. There is an unfortunate move in this country at present to vilify those in academic careers, most obvious in the "anti-expert" rhetoric in the Leave campaign.

If the current government does not work hard, not only to ensure science funding in the UK does not suffer from Brexit, but also to improve relations between government, the public and science, then the coming years will see a rapid and likely irreversible decline in the quality of research in this country. If you want the UK to be a world leader, it must be a world leader in science and technology. Act now, or lose our first class, world class status for good."
Dr Michael Staniforth, Post-doctoral research associate, Chemistry, University of Warwick
Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)

255. “The impact on UK science will be extreme, on all levels and will push the best out of the country. Research funding will be hard hit and push UK science from a world leading positions in to a declining position. It is very sad and disappointing.”
Professor Martin Bushell, Deputy director MRC toxicology Unit, Tox unit, MRC Toxicology unit

256. “EU-funded collaborations have been essential to the science that I do. I have taken part in IODP - the biggest international collaborative science project - as a member of the European Consortium. I have continued working with EU collaborators, taking advantage of European funding and free movement of researchers. I believe that this work has made an important contribution to our understanding of the Earth and this collaboration has allowed the UK to be a part of that. It is imperative that the UK remains part of the EU Science Framework.”
Dr Rebecca Williams, Lecturer, Geography, Environment and Earth Sciences, University of Hull

257. “Since 2013 I have been building up a research team focusing on blood cancer. I have already recruited 5 talented researchers (students and post-doctoral) to my team. The importance of free movement of researchers is evidenced by the fact that 4 of them come from other EU countries (Spain, France, Italy and Greece).”
Dr Gudmundur Vignir Helgason, Leadership Fellow, Wolfson Wohl Cancer Research Centre, University of Glasgow

258. “Leaving the EU is already having grave consequences for science in the UK. There is already now reduced access to billions of pounds worth of grant funding and there are threats of reduced collaboration with European researchers. And most importantly for early career researchers is that already fierce competition for other funding sources is now worsened. Besides the direct scientific implications of Brexit, my own existing field budget is now much reduced for the weakened pound. I don’t yet know where I will recover these costs. Also because my work is partly charitable, this will have direct impact on wildlife conservation human livelihoods in the developing country where I work. And finally, the UK is now increasingly viewed as a self-centred, arrogant and racist country, which gives me further concern for safety and successful international collaboration. I seriously don’t understand my country any more.”
Dr Andrew Marshall, Senior Lecturer, Environment, University of York

259. “I am in my fourth year of a Royal Society University Research Fellowship in the University of Cambridge, and while based in this world-leading research institution, it has been of immense value to interact with a selection of Research Fellows, funded through a variety of European schemes who have come to work in Cambridge for periods of up to three years. In my field, electronic structure theory, the UK is a world-leader, in part through the funding from European Research Calls, but also from the freedom of movement and equivalence of fees for EU graduate students, ensuring that we can attract and keep the very best minds in the field. I have no doubt that should such schemes be cut or reduced, our position as research leaders would be significantly compromised.”
Dr Alexander Thom, Royal Society University Research Fellow, Department of Chemistry, University of Cambridge

260. “I agree with the above statement. And I strongly encourage actions which may further ensure fertile research development and education in UK. The future lack of funding coming from EU should be addressed already now.”
Dr Olga Baron, Research associate, Basic and Clinical Neuroscience, King’s College London

261. “I currently work in the research division of a drug discovery company, with much interaction with academia. It is not an exaggeration to say that I have dedicated my entire education and career to date towards contributing to the life sciences at the highest level. In order to be able to make these contributions, I need a correspondingly engaged industry and university sector within which to work, operating at a world-class standard. I have been extremely fortunate to have this in my home country of Britain. As I look at and consider the proposed models envisaged for Brexit, I sincerely worry about the ability of the UK to attract the investment required for drug discovery and the stability of regulatory frameworks required for the effective deployment of such capital. Without assurances I wonder whether much of the drug discovery industry, and indeed myself in such case, will be required to move abroad.”
Dr Adam Sardar, Computational Biologist, Drug Discovery, eTherapeutics plc

262. “I think that it is crucial for the UK and for scientific community in general to keep high quality researchers in the country. UK research is a pillar of world knowledge production, but without the international researchers it will be a rather fragile one.”
Dr Damiano Martignago, Genome editing specialist, Plant Biology and Crop Science, Rothamsted Research

263. “I am Italian. I have been living in London for 6 years and I travel around Europe and USA representing English institutions. I do research funded by EU. If UK wasn’t part of EU I wouldn’t exist as a researcher, and my studies wouldn’t have been conducted. We urge some guarantee about EU fundings also after Brexit. It is not fair for us to be obliged to leave a place we call home after giving so much of our knowledge, passion and experience to this Country.”
Dr Laura Crucianelli, Post doctoral researcher, Psychology and Language Sciences, University College London

264. “Collaboration is a fundamental cornerstone for all research; without collaboration we work isolated in silos. Anything that threatens international collaboration, threatens UK research.”
Dr Celia Gregson, Consultant Senior Lecturer, Musculoskeletal Research Unit, University of Bristol
Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)

265. "I am an EU national and my work in the UK has so far been supported by Marie Sklodowska-Curie and the Wellcome Trust funding. These initiatives ensured that I, as well as other researchers in the European collaborative networks I am involved in, could move freely between the UK and EU countries guided by the necessity to work together to tackle hard problems in the life sciences. Until now, my goal - as that of many other researchers (both EU and UK nationals) - has been to conduct world-leading scientific careers in the UK. The advantages have been quite obvious: the UK has so far offered (i) one of the most vibrant and dense networks of excellent research labs in the EU and worldwide attracting the most talented people from overseas, (ii) free movement across Europe for myself and my future lab members which is ideal for collaborations and (iii) access to a plethora of funding resources both in the UK and the EU. However, the decision to leave the EU has undermined all three points to a large extent, on top of adding insecurity regarding my future status and my rights as an EU national to work in the UK following Brexit. If the UK indeed decides to leave the EU based on the advisory referendum, it should make sure, the rights and opportunities listed above are retained as much as possible, for the sake of Britains success in science. This will ensure that the UK will continue to be an attractive destination for talented early career researchers from across the world (not just the EU)."

Dr Katja Kornysheva, Sir Henry Wellcome Postdoctoral Fellow, Institute of Cognitive Neuroscience, University College London

266. "The European funding schemes from H2020 including their individual calls, and the ERC and MSCF schemes are essential for researchers in this country. I lead a 1M Euro collaborative research project (www.sashaproject.eu) that is conducting innovative research in the field of power electronics for space applications. As well as allowing me and my team to conduct world-leading semiconductor research in the West Midlands, this is significantly benefitting the UK economy, having created jobs at both Warwick University and at UK SME Cambridge Microelectronics. Furthermore, we are laying a long term legacy by producing IP that will be exploited by ourselves and project partner Thales Alenia Space UK for years after the project ends. Like most EU projects we also have a significant programme of dissemination activities, which range from presenting our work (and hence UK innovation) around the world, to involving the next generation of school students to pursue STEM education and careers.

I ask that the huge benefit to the UK economy of the H2020 programme is considered, and that UK access and influence is maintained through full engagement post-Brexit."

Dr Peter Gammon, Associate Professor, School of Engineering, University of Warwick

267. "I am an EU citizen who moved to the UK as a student in 1998 to carry out my graduate training. I have chosen to stay in the UK ever since and have built my lab and career here as it has been one of the most attractive environments worldwide in which to conduct world-class science. Brexit poses a grave threat to the UK's world-leading status in both the immediate and long term - for all the reasons listed in this submission. It is vital that the government moves quickly to protect and safeguard the UK's position in science. It has been one of the most attractive environments worldwide in which to conduct world-class science. Brexit poses a grave threat to the UK's world-leading status in both the immediate and long term - for all the reasons listed in this submission. It is vital that the government moves quickly to protect and safeguard the UK's position in science. It has been one of the most attractive environments worldwide in which to conduct world-class science.

To ensure that UK science continues to be world-leading the government should aim to maintain the opportunities currently in place for early career researchers across the UK. Membership of the EU has provided access to funding opportunities and enabled collaborations with the best scientists across Europe.

To ensure that UK science continues to be world-leading the government should aim to maintain the opportunities currently in place for early career researchers across the UK. Membership of the EU has provided access to funding opportunities and enabled collaborations with the best scientists across Europe.

268. "Progress is achieved by working together. Despite the popular image science isn't advanced by lone geniuses; science is inherently and deeply collaborative. You cannot stand on the shoulders of giants if you stand alone."

Dr Lennart Verhagen, Marie Curie research fellow, Experimental Psychology, University of Oxford

269. "I'm concerned about the effect that leaving the EU will have on the career prospects of myself and other early career researchers across the UK. Membership of the EU has provided access to funding opportunities and enabled collaborations with the best scientists across Europe.

To ensure that UK science continues to be world-leading the government should aim to maintain the opportunities currently in place for early career researchers in terms of funding and freedom of movement."

Dr Elisabeth Stephens, Leverhulme Early Career Fellow, Geography and Environmental Science, University of Reading

270. "The ability of some countries to do outstanding research, such as USA and UK is not only linked with funding but most importantly strongly correlated with the ability to attract the best researchers from all over the world. The brexit will have catastrophic consequences for UK research if the capacity to attract and retain talent is not ensured."

Dr Susana Godinho, Lecturer/group leader, Barts cancer institute, Queen Mary University of London

271. "For Scientists it is extremely important to be able to take on research positions in different cities or even countries. This ensures we are being trained to really high standards and can take advantage of new developments and new methods worldwide. To be able to learn new techniques we move around Europe/ the world quite a lot to ensure we are always up to date with our research. The UK being part of the EU is a very big advantage since it allows us to move between the different countries freely, taking on new jobs and deepening our knowledge and experience. At the moment, the UK benefits from this regulations too because all foreign researchers bring their own research methods with them which can be established here in the country to help the UK stay on top of the research game. It is also important for collaborations that the UK remains part of the EU. At the moment researchers can move freely between mainland Europe and the UK and set up meeting to discuss options as well as projects. With a Brexit this knowledge exchange formed by collaborations as well as jobs filled with overseas people wouldn't be fluent anymore and the UKs science would suffer a lot. Science in the UK is world leading and a Brexit would harm its reputation while setting its research back about several years. Please dont let this happen."

Dr Cornelia Roesl, Postdoctoral Research Fellow, Centre for Integrative Physiology, University of Edinburgh"
272. "It is vital that the UK maintains access to EU funding and allows freedom of movement for talented researchers to maintain the UK economy. Investment in science provides huge financial returns for the UK, and the vote to leave the EU drastically threatens this. The European Research Council is a vital source of funding for blue-sky research which will be lost to the UK - my own research into new materials for nanomedicine is one example which was ignored by the UK Research Council but funded by the ERC. We risk a massive brain drain to the detriment of UK society unless steps are taken quickly to remedy the damage done by Brexit."
Dr Ross Forgan, Royal Society University Research Fellow and Reader in Chemistry, School of Chemistry, University of Glasgow

273. "As a young researcher, applying for EU HORIZON 2020, Marie curie and ERC money this whole decision BREXIT decision makes fundees nervous, future career planning not feasible and loss of researchers to outside academia inevitable!"
Dr Ali Mozaffari, Lecturer, Physics, Imperial College London

274. "In 2013, I left a position as an Assistant Professor at Princeton University to take a Lecturer position at Goldsmiths. Even though this move cost me a 30% cut in my salary, I chose to come to the UK because I felt it would be the better place to do my research. A large part of my decision arose from the funding opportunities available through programmes like Horizon-2020. Indeed, I am now a Co-I on a Horizon-2020-funded Innovation Action (called RAPID-MIX) that enables me to work with Europe's best researchers and start-ups in multimedia computing, with the aim of making my research techniques more usable by start-ups seeking a competitive edge as well as by creative technologists making new forms of art and entertainment. My decision to move here was also motivated by my desire to become part of an international community of researchers-- my department at Goldsmiths is an incredibly diverse group consisting of the best researchers and students from the UK, France, Portugal, Finland, Italy, Spain, and beyond.

I am appalled by the UK's decision to leave the EU. If I lose access to EU research funding, the UK becomes a much harder place for me to grow my career. If freedom of movement is abolished and it becomes harder to hire research assistants and lecturers from EU countries, my pool of potential collaborators and colleagues becomes impoverished. I know I will become much more likely to consider moving to a different country to continue my career, and I fear that the quality and impact of UK research will suffer immensely as other early-career researchers who are making rational decisions about where to work become much less likely to choose the UK."
Dr Rebecca Fiebrink, Lecturer, Computing, Goldsmiths, University of London

275. "I endorse the attached statements in the strongest possible terms and hope that the new government will take its recommendations seriously and implement them - for the sake of science and the longer term British economy in which cutting edge science must surely play a major role."
Dr Simon Little, Clinical Lecturer, Sobell, University College London

276. "It is extremely worrying to think about the future of research in this country in the wake of the Brexit vote. I have always worked with very diverse groups of nationalities and this is a major strength in terms of idea sharing and exploring topics without imposed geographical or political boundaries. This must be cherished and preserved.

My research deals with Europe at a time before any political boundaries existed and when we were in fact joined by land to the continent. It seems particularly strange and wrong to imagine conducting this research within an inward looking country."
Dr Rachel Bynoe, Post doctoral researcher, Earth sciences, Natural history museum

277. "My wife and I emigrated from the USA to Europe in March 2009 after I finished my PhD. We lived in Paris for 1 year, Copenhagen for 5 years, and moved to London in December 2014. Each of our moves were strategic: I am aiming to become a leader in my research discipline while maintaining a sensible quality of life as an academic. I am now a lecturer at a institution that is without a doubt the best place for my research in the world. In fact, its reputation is the main reason I left a permanent academic position in Denmark. When I arrived, my dream was to pioneer a new direction in my department and contribute to its global standing. The most likely outcome now with Brexit is that I will soon be a pioneer at a non-British institution.

Brexit will greatly reduce the pool of talent from which I can select to build my research team. I cant imagine my department without its large percentage of foreign researchers and students. In fact, my two current PhD students come from Spain and Nepal; I had no British applicants. This reduced pool of talent will surely hurt the Russell Group standing of QMUL. Brexit will also greatly increase competition for national research funding. As the renewal of my contract is contingent upon obtaining research funding in four years, it is thus more likely than before that I will not succeed in this respect. Finally, the tone of the Brexit campaign and the sale of the referendum were repellent and demoralising. All of these outcomes are likely to produce a great brain drain from the UK. Other countries will begin to recognise the great opportunity they have to steal away talent from the UK. Even if I do win funding and a permanent contract at QMUL, it might be in such a crippled state that remaining would not be worth it."
Dr Bob Sturm, Lecturer, School of Electronic Engineering and Computer Science, Queen Mary University of London

278. "To establish an independent research team it is essential to obtain funding and the European Research Council is a major funding option especially for early career researchers (starter grant and Marie Sklodowska-Curie fellowship). My work in childhood infectious diseases has a direct impact both nationally and internationally, and has a huge potential impact on improving public health and promoting scientific research carried out in the UK. Although UK research has an excellent reputation, its reputation is reliant upon sound investment. As detailed in the letter, UK research faces both a financial and resources limitation unless the UK government quickly makes a clear statement to financially support its researchers.
As the way forward for research in the UK is currently unclear, I am already seeking funding from international research organisations to fund my research overseas (my current MRC fellowship expires this year). As a researcher from a working class background in the UK, I am very proud of scientific research carried out in the UK, and that I can also contribute, and that people from across the globe can come here too. But if research funds are cut and immigration policies are tighter for skilled researchers and their spouses than they already are, this sends the public a clear message that the UK is “closed for business”.

Dr Kathleen O’Reilly, MRC Research Fellow, Faculty of Medicine, Imperial College London

279. “Please allow the best EU early career researchers to continue producing high quality research for UK institutions and to help maintain UK standards of research excellency. Please allow EU researches to continue applying for local funding to undertake further UK-based research. Please allow EU researchers like myself to give back to the UK, in return for having formed ourselves as researchers here.”
Dr Sonia Moran Panero, Modern Languages, University of Southampton

280. “Without frictionless access to research funding, associates, and knowledge exchange, with the European Union my scientific work and its wider impact will be compromised. For the sake of my career and ability to support my family I will seriously consider perusing my work in North America.”
Dr Andrew Przybylski, Research Fellow, University of Oxford

281. “Brexit is a poor outcome for UK science and eventually will affect the common joe who voted for it.”
Dr Romeo RACZ, postdoc, Neurophysiology, The Francis Crick Institute

282. “Leaving the EU will have a huge impact not only on Early Career researchers, but on science in general. Myself, I am a Marie Curie fellow at the University of Bristol. I intended to apply for a MC global fellowship - returning to the UK for the incoming phase - but this seems hopeless and uncertain now. Not only is the funding uncertain, but also the status of researchers from other EU countries. Maybe we will be successful in obtaining funding, but are we going to be “kicked out” when Britain officially leaves the EU? I myself, am a Dutch citizen and feel no longer welcome after 23 June. Re-writing my MC global fellowship proposal, and trying to find a host in another EU member state rather than the UK. Very disturbing, unsettling this. Hope that the benefits of EU membership are retained or replaced, in the long-term, for early-career UK-based researchers such as myself and my colleagues.”
Dr Monique Welten, Marie Curie intra-European research fellow, School of Earth Sciences, University of Bristol

283. “Science is based in collaboration. We live in a complex world, united by technology, allowing us to collaborate with people all around the world in ways they were unthinkable 20 years ago. The UK has provided a safe (and convenient) harbour for brains all around Europe, as we could come here with our families and feel ‘at home’. The UK is a science power boat within the EU. With brexit the UK will return to the age of sailing or rowing (if you allow me to continue with the analogy), depending on the exit deal. Please don’t let this happen.”
Dr Ramon Rey-Raposo, Research Fellow, Astrophysics, University of Surrey

284. “I believe that scientific research within the UK would be considerably damaged by leaving the EU. Personally if the UK had not been a member of the EU I would not have had the opportunity to work and collaborate with Swedish partners. I would leave the UK if it left the EU as I feel it would damage my future career immeasurably.”
Dr Charlie Wand, Postdoctoral Researcher, Chemistry, University of Cambridge

285. “Brexit threatens all the European partnerships I have forged with collaborators over the past ten years. It threatens the job security and residency of critical EU members of my research team. And it threatens invaluable funding streams that cannot easily be replaced. I urge the committee to bear in mind the advisory nature of the referendum and opt for remaining within the EU now that the real impact of even a possible exit has become much more apparent.”
Dr Edward Wild, MRC Clinician Scientist, Neurodegenerative disease, University College London

286. “I am utterly disgusted by the result of the recent referendum and I find it difficult to believe that Parliament can, in good conscience, permit the UK to leave the EU. Half of my 30-strong lab group are European Citizens from outside the UK and they are understandably worried for their future. Our research team has benefited from more than £1,000,000 of EU funding in the last 5 years so to lose this funding stream in future would be disastrous for our work. Only by attracting the best researchers from Europe and the wider world to work in our Universities and Healthcare companies can we achieve excellence in the future. This has been totally jeopardised by the reckless decision to allow the general public to vote on such a complex and nuanced issue as membership of the European Union, and the dire Remain campaign which focussed on fear rather than demonstrating the considerable benefits to the UK the EU brings, particularly in the field of Science. I would urge the Government to completely scrap the idea of Brexit as it will decimate UK science.”
Dr Andrew Walker, Clinical Research Fellow, Directorate of Cardiovascular and Diabetes Research, University of Leeds

287. “It is imperative that UK early career researchers remain tied to the EU and its funding mechanisms. The UK attracts a diversity of researchers from different countries around the world (not just the EU) and this must remain to be the case. Whilst
Brexit was a result of the negative side of direct democracy and populism, ensuring that the UK remains a top country to do research and host the very best early career researchers will enable researchers to contribute towards ending the very misinformation that led to Brexit in the first place. Please, the UK must continue to retain and attract the very best researchers from around the world.”

Dr Andrew Kythreotis, Lecturer, Geography and Planning, Cardiff University

Modern scientific endeavours are inherently collaborative, and require great effort to succeed across many institutions worldwide. As a researcher in a small but growing field of medical physics, I have close links with the only other institutions worldwide who have the multi-million pound pieces of equipment necessary to use it, and they are located in Aarhus, Copenhagen, Zurich, Heidelberg, Utrecht, Ghent, Cambridge, San Francisco, Toronto and Malmo. The vote to leave the EU has made me seriously reconsider whether or not I wish to remain part of an increasingly isolationist, xenophobic dis-united kingdom, or move to attractive offers with both more funding, ready access to other people, and increased job security compared to the UK. Unless the government can guarantee both free movement of people and an increase in the scientific budget to match that which has been lost through the EU, I will definitely leave the country within the next five years, simply because of the vast cost of the research I wish to do, and the fact that the majority of those expert in it do not come from the UK. It is very likely, however, that even if this funding is forthcoming the negative political climate and consequential distrust of the UK now already present in my international colleagues means that I will move to Denmark, Switzerland or Germany irrespective.”

Dr Christian Steinruecken, Researcher in machine learning / artificial intelligence, Department of Engineering, University of Cambridge

Free movement across the EU was an integral part of my PhD, allowing me to discuss ideas with prominent researchers from around the world, and to travel to the universities of Cambridge, San Francisco, Toronto, Copenhagen, Zurich, Heidelberg, Utrecht, Ghent, Cambridge, San Francisco, Toronto and Malmo. The vote to leave the EU has made me seriously reconsider whether or not I wish to remain part of an increasingly isolationist, xenophobic dis-united kingdom, or move to attractive offers with both more funding, ready access to other people, and increased job security compared to the UK. Unless the government can guarantee both free movement of people and an increase in the scientific budget to match that which has been lost through the EU, I will definitely leave the country within the next five years, simply because of the vast cost of the research I wish to do, and the fact that the majority of those expert in it do not come from the UK. It is very likely, however, that even if this funding is forthcoming the negative political climate and consequential distrust of the UK now already present in my international colleagues means that I will move to Denmark, Switzerland or Germany irrespective.”

Dr Tom Letessier, Chagos Consortium Science Coordinator, IOZ, Zoological Society of London

"I am a postdoctoral researcher at the University of Sussex. I did my PhD in Germany 4 years ago and am currently financed by a 2-year research fellowship from the German Research Council. I am hoping to stay in the UK after my fellowship runs out, but I feel that Brexit will negatively influence my career opportunities. The specific circumstances that young researchers face need to be acknowledged and accommodated."

Dr Michaela Fuchs, Postdoctoral Researcher, Neuroscience, University of Sussex

"I am deeply concerned about the impact a British exit from the EU would have on research, education and prosperity of our country. Instead of solving important and legitimate social and economic issues that the UK is facing today, a Brexit (though perhaps motivated by these problems) is hardly a good solution to them."

Dr Christian Steinruecken, Researcher in machine learning / artificial intelligence, Department of Engineering, University of Cambridge

"I obtained my PhD in Cambridge where my studies was financially supported by EU's Marie Curie FP7 fund and Britain's Commonwealth scholarship. If Britain leaves the EU, I will have little funds available to build my cancer research lab and teach doctors in Sheffield. I will then happily return to my home country to train future doctors in Canada and UK's investment in my education would be wasted."

Dr Dennis Wang, Lecturer, Neuroscience, University of Sheffield

"I am currently in the process of applying for jobs outside the UK, this is something I would not have considered were it not for the brexity vote. I would reconsider leaving if the UK remains in the EU"

Dr Chris Racey, Research Associate, School of Psychology, Sussex University

"Free movement across the EU was an integral part of my PhD, allowing me to discuss ideas with prominent researchers outside of the UK. The free movement of ideas is an integral part of scientific discourse and must be protected at all costs."

Dr Jill MacKay, Research Fellow, R(D)SVS, University of Edinburgh

289. "Modern scientific endeavours are inherently collaborative, and require great effort to succeed across many institutions worldwide. As a researcher in a small but growing field of medical physics, I have close links with the only other institutions worldwide who have the multi-million pound pieces of equipment necessary to use it, and they are located in Aarhus, Copenhagen, Zurich, Heidelberg, Utrecht, Ghent, Cambridge, San Francisco, Toronto and Malmo. The vote to leave the EU has made me seriously reconsider whether or not I wish to remain part of an increasingly isolationist, xenophobic dis-united kingdom, or move to attractive offers with both more funding, ready access to other people, and increased job security compared to the UK. Unless the government can guarantee both free movement of people and an increase in the scientific budget to match that which has been lost through the EU, I will definitely leave the country within the next five years, simply because of the vast cost of the research I wish to do, and the fact that the majority of those expert in it do not come from the UK. It is very likely, however, that even if this funding is forthcoming the negative political climate and consequential distrust of the UK now already present in my international colleagues means that I will move to Denmark, Switzerland or Germany irrespective.”

Dr Jack Miller, EPSRC Doctoral Prize Fellow, Department of Physiology, Anatomy and Genetics, University of Oxford

"Our story would have been different had the UK not been part of the EU. I would not have been able to afford overseas tuition fees, funding for my PhD would have been scarcer and joining a UK start-up would have been a tougher process. Around 70% of researchers in my team are EU non-British nationals. I believe it is vital for the UK to keep its doors open for early career researchers regardless of their nationality to enable similar success stories in the future."

Dr Jose Caballero, Computer vision researcher, Twitter, Inc
Offprint by 1,640 UK-based Early Career Researchers (LEA0104)

296. "I hope researchers and academics, and more importantly science, do not suffer in the light of the decision made in an unbalanced campaign with several unverified, and perhaps never implementable, claims.”
Dr MOHAMMAD MAJID AL-RIFAIE, POST-DOCTORAL RESEARCH AND TEACHING FELLOWS, COMPUTING, GOLDSMITHS, UNIVERSITY OF LONDON

297. "Whilst I am sure every attempt will be made to maintain EU relations with regards to STEM funding, it seems clear that a very real effort needs to be made to repair UK-EU relations so that legal rights are backed up by real-world application. Having access to the funding schemes in the short term is not enough. It needs to be made clear to EU funders and colleagues that any funding offered to UK researchers is not going to be 'thrown away' in a couple of years when negotiations end.

Furthermore, as an early-career researcher looking to apply for fellowships, it is a great concern that there will now be a huge influx of people trying to secure their future at the same time that funding bodies may be more cautious in their allocation of funding to UK institutes. This is likely to leave us in a situation whereby talented researchers feel the need to leave the UK, whilst others who may have expected to receive funding struggle in the bottleneck of Brexit.”
Dr Louise Stephen, Post-doc, Structural/Cell Biology, CRUK Beatson Institute

298. "I am here on an EEA Spousal visa, my second one since moving to the UK from Germany in 2008. I have not yet been eligible for ILR. I am originally from the USA, and have my PhD from Johns Hopkins in 2006. Due to my American nationality I am often mistaken for someone who might be unaffected by the referendum, but as my residence card shows, this is not the case, and I am very concerned about what the future holds. The other problem is that European partners are feeling wary about UK researchers on Horizon 2020 bids, and whether the UK should continue to be the leading nation in receiving EU science funding given the referendum result. This is also extremely worrying, professionally."
Dr Michael Proulx, Senior Lecturer in Psychology, Psychology, University of Bath

299. "I moved to the UK six years ago, to pursue a PhD following being made redundant from my post with the health service in Ireland. I have worked very hard, both in the west country and more recently in London to establish myself as an early career leader in my field. My research has allowed the employment of two research assistants, both from the UK whose jobs will be lost if/when I go. As an EU citizen I have found the Brexit vote deeply worrying. My institution has taken steps (such as formal and informal consultations and pursuit of legal clarification on our immigration status) to dissuade people like me from leaving my post here in the UK in search of what I am increasingly perceiving as a more secure and welcoming post overseas, either in my home country of the Republic of Ireland or in another part of the EU. It is not enough. The reality is that without EU funding my post will be secure in the short to medium term, but may not be renewed and my research grant funding which employs two, and may in future employ more will move with me, meaning a drain of three jobs from the economy.
I have made Britain my home. My best friends, my boyfriend and the majority of the people that I hold close all live on this island. I pay taxes here, I contribute to the economy by buying food, clothes, socialising and paying my rent. I volunteer in my local community and have integrated myself into life in the UK. I resent the very real possibility that I will need to start afresh in a new place, with a new post because of the nearsighted and frankly bigoted views of those leading the Brexit campaign related to my immigration to this country. And I am deeply hurt by the total ignorance of both the leave and the remain campaigns in relation to the contribution that I make through my job and my research funding to the economy, reputation and the impact that I make on patients' lives through my research. I do not think it is in any way fair to suggest that the drain of people like me away from the economy and out of STEM research in the UK will have very real and serious impacts on British society, reputation and longer term success, not to mention the impact of this on the evolution and sustainability of the NHS. I will find a new job in a place that welcomes me and funds my research. In the meantime who with a British passport has the qualification to replace me?"
Dr Eilen Henderson, Senior Research Associate, Louis Dundas Centre for Children's Palliative Care, University College London, Institute of Child Health

300. "On a personal note my laboratory is a mix of 8 nationalities with 6 individuals hailing from European nations and we are funded in part by the EU. To limit the free movement of EU individuals within the UK, and potentially impact access of UK researchers to EU funding schemes, will inevitably impact UK science from the top down.”
Dr Jason Mercer, Reader in Virus Cell Biology, LMCB, University College London

301. "suggestions to include:
i) we did get more out of ERC funding than put in (these figures exist but can't find immediately)
ii) would also talk to Scientists for EU to get their input
Thanks for preparing this.
Dr Ben Longdon, Wellcome Trust and Royal Society Research Fellow, Centre for Ecology and Conservation, University of Exeter

302. "Basic research or 'Blue skies research' is crucial to the future of not only our nation, but for humanity. We need to have foundations laid in a wide array of disciplines, so that future translational researchers can take up the baton and apply basic concepts to answer the real world problems of the future. Funding for basic research has been reduced in real terms over the last few years due to austerity and the focus on a major funding body to move to fund more translational research. Yet British science punches well above its weight.

A large slice of funding for basic research in the UK comes from the EU and if this is lost (long with all the other issues listed at http://tinyurl.com/BrexitECR), it will put even more pressure on the current funding in the UK, leading to early-career researchers, the scientists of the future, having to leave the UK to find employment. This not only has an impact on the
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1,640 UK-based Early Career Researchers (LEA0104)

research we are able to produce, but will also leave a hole in who will teach the next generation of scientists, as researchers are often teachers too.”
Dr Andy Symonds, Research Associate, Centre for Developmental Neurobiology, King's College London

303. “I study how the brain represents sensory information to allow it to form stimulus-specific memories, and my research has benefited hugely from both EU funding and working closely with researchers from other EU countries. A 1.5 million Starting Grant from the ERC has allowed me to set up my lab with cutting-edge equipment. My current research programme developed out of the work I did as a postdoc in Oxford, where I worked with a professor originally from Austria. The people I have recruited to my lab are all from other EU countries - a Greek postdoc who did her PhD in Germany; a Danish PhD student; and a Spanish visiting student funded by the Erasmus programme. Without easy mobility of researchers and research funding from the EU, I wouldn't have been able to do the work I am doing now.”
Dr Andrew Lin, Vice-Chancellor's Fellow, Biomedical Science, University of Sheffield

304. “I am an US citizen and, with a Tier 1 Exceptional Talent Visa, moved this spring to begin a Lecturer position in the UK. The accessibility of EU science funding, ease of and excellent support for European collaborations, and the ability to recruit PhD and Postdoctoral scientists from across Europe were major advantages in my decision to move here. The importance of these items in recruiting scientists from abroad cannot be underestimated and, if not maintained, I fear that the UK will lose many talented scientists as well as its status on the international research stage. Strong action is needed to retain or replace these benefits.”
Dr Twila Moon, Lecturer in Cryopsheric Sciences, Geographical Sciences, University of Bristol

305. “I am deeply concerned about the future of UK science and access to European funding for early career researchers in the UK following Brexit. I believe that it will lead to restrictions in mobility within the European Union hindering fruitful and important scientific collaboration beyond the UK borders and the ability to attract the most talented young researchers. I therefore hope that the UK parliament will put all their efforts into ensuring that the Brexit does not cause a downfall of the science sector. This will be important in maintaining the countries economic strength and keeping UK science competitive not just in Europe but also globally.”
Dr Kathrin Scherer, Light Microscopy Officer, LMCB, University College London

306. “Having completed my PhD exactly 10 years ago, I am sitting at one extreme of the age bracket for this submission. One of the hardest things about running a research group is to find the right people to work with. The EU is a fantastic pool of talent. Brett will most certainly unfortunately cause a much harder access to this wealth of talent, with obvious negative consequences for British science. Science funding will also obviously suffer (and young scientists who are already struggling to finance their research will be hit first). It is completely unclear how the government is going to deal with funding questions once EU money is gone, and this uncertainty, even before actual funding cuts, may have negative consequences for British science (such as students opting for other perhaps less uncertain careers). Brexit is a disaster for British science.”
Dr Saad Jbabdi, Associate Professor, Clinical Neurosciences, University of Oxford

307. “I recently returned from a postdoctoral fellowship in the USA to set up my own research group at UCL (in September 2015). My research focuses on understanding how higher cognition works in the human brain and how these mechanisms become impaired in psychiatric and neurological disease. Leaving the EU would make it much less attractive to pursue this work in the UK for several reasons as detailed in the main submission. It will significantly reduce funding for early-career researchers and weaken our ability to attract the best talent. Without strong intervention and support from a post-Brexit government I personally would give serious consideration to the wisdom of building an academic career in the UK, and my colleagues and students have voiced similar concerns. Together this will likely reduce the UK’s position as a world leader in science and perhaps most crucially divert talent away from the UK to set up their research elsewhere. The letter details steps that urgently need to be taken by the government to the lessen the impact of Brexit on the scientific community, particularly junior researchers who are choosing where to set up shop.”
Dr Stephen Fleming, Principal Research Associate, Wellcome Trust Centre for Neuroimaging, University College London

308. “As a recently appointed lecturer at University College London, I am affected by the decision to leave the EU in many ways. First, as a French national, I first came to UCL after obtaining a prestigious Intra-European Marie Curie Fellowship awarded by the European Commission. I would therefore not be here without the EU. Second, I have maintained important collaborations with EU researchers, in particular in France. Leaving the EU may make these collaborations less fluid, in particular in terms of multi-country applications to EU funding. Finally, at the personal level, I am deeply saddened by this decision, which makes me feel that I am no longer an EU citizen in an open EU member state, but a French migrant in the UK. I feel worried and uncertain about my future here.”
Dr Jean-Baptiste Pingault, Lecturer, Clinical, Educational and Health Psychology, University College London

309. “As an academic who has been drawn to the UK with financial support from the EU (Marie Curie IntraEuropean Fellowship) I personally attest to the critical value that mobility funding has on shaping one’s career. As the lead investigator of my own research group in Oxford University, I find the pluralistic training afforded by recruiting international graduate students from EU countries tremendously beneficial. As such, the past and ongoing quality of my own research is directly and critically impacted by the UK’s ability to retain and attract early career science researchers.”
Dr Tamar Makin, Associate Professor, Nuffield Department of Clinical Neurosciences, University of Oxford
Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)

310. “I was awarded my PhD in 2013, since which I have been aiming to obtain a job within academia. Over the course of the intervening years I have continued to work within my institution as a lecturer and tutor, as well as a supervisor for archaeological excavation. However, the state of funding within the UK, as well as further afield, has not been conducive to obtaining postdoctoral funding. The loss of funding from the ECR will be a severe blow to UK research, and I fear that fewer individuals within my position will have less opportunity to begin their academic careers.”
Dr Frederick Foulds, Adjunct Researcher, Department of Archaeology, Durham University

311. “Leaving the EU poses significant risks for the UK's ability to retain and attract leading early career researchers, excellent and cutting edge research collaborations and influx of funding and students.”
Dr Dorina Cadar, Research Associate in Dementia, Epidemiology and Public Health, University College London

312. “Attracting early career researchers is absolutely vital to the scientific development of a country, because those researchers tend to be very talented individuals who come to places of excellence to develop their skills, and then stay once they put down roots in the country. This is the exact 'business model' proposed by the new Crick Institute - to recruit early stage people with talent, and keep them in the UK afterwards. This model will be greatly undermined by severing our ties with the EU and EU-funded science, and so by restrictions on immigration that are likely to come now that this topic is the subject of relentless political pressure.”
Dr Rick Adams, Academic Clinical Lecturer in Psychiatry, Psychiatry, University College London

313. “Science is an international endeavour and anything that threatens the free exchange of ideas, our ability to collaborate with colleagues and train young scientists from around the world is a threat to good quality science.
The EU is a major source of funding and I have a 1.17M Euro grant from the European Research Council to investigate memory and Alzheimer's disease.”
Dr Chris Bird, Senior Lecturer, Psychology, University of Sussex

314. “UK science is the best in the world, on objective measurements of scientific impact per pound spent. This scientific excellence, one of the greatest contemporary achievements of the UK, is entirely reliant on our ability to attract the best scientists from around the world and especially from the highly trained European workforce. It also rests heavily on investment coming in from the EU. Brexit, through its potential to reduce freedom of movement of scientists and cut off investment from the EU, threatens to do great damage to UK science and the UKs global lead in this area.”
Dr Adrian Biddle, Lecturer, Queen Mary University of London

315. “As a German researcher based in the UK I am worried about the uncertainty Brexit brings - my current contact finishes in 2018 and I'm worried that it will be harder to get funding or apply for jobs if he UK leaves the EU without any requirements made for free moment or access to EU funding.”
Dr Stephanie Zihms, Postdoctoral Research Associate, Petroleum Engineering, Heriot Watt University

316. “The career path of scientists assumes that a decade or so of their career is spent working on fixed-term contracts at a number of institutions - often, institutes in different countries - before eligible for a permanent position. Lack of freedom of movement would make it much harder for UK researchers to get such positions, as EU institutions must rule out there being any suitable EU applications before being allowed to hire from outside the EU. This will significantly reduce the ability of UK scientists to remain in science, which is incredibly competitive globally, and will therefore diminish the UK's scientific power and potential.
I work as part of an EU collaboration, centred on the sharing of expertise, across international borders, between the world leaders in their fields. This collaboration is lead by a professor from Cardiff University, and being part of it dramatically improves the science we are able to do here. Also, in light of continued real-terms cuts to the funding of UK research councils and universities, we have been increasingly depending on EU funding to keep our science to a high standard (whilst, at the same time, the prominent EU countries have been increasing their science budgets). Meanwhile, we have depended upon EU freedom of movement laws as a ‘lifeline’, to allow us to hire world-class scientists, as hiring them from outside the EU is extremely difficult, very prohibitive, and often impossible, in light of the UK's absurdly strict (worse than the USA) immigration laws.”
Dr Christopher Clark, Postdoctoral Research Assistant, School of Physics and Astronomy, Cardiff University

317. “The vote for brexit has had real and immediate negative effects, and will no doubt have repercussions long into the future. For example, a colleague and I are advertising for a post-doctoral position, and had three applicants immediately withdraw their application for the post. EU-national colleagues are already planning their moves back to their home countries, and their departure will leave the UK fundamentally worse off. Furthermore, I think above and beyond the immediate implications with regards to science funding streams, and right to remain for EU scientists, a significant factor of brexit would be very easy to miss. Even if everything, post-exit, remains as it currently is, this will still leave the majority of scientists feeling that their views are very much at odds with 52% of the populace of this country. That is a fairly fundamentally disheartening thing to realise. No matter what arrangement we make with the EU, this will remain a significant factor, and I worry that it risks making the UK far less attractive to all scientists, no matter where they come from.”
Dr Russell Garwood, Lecturer, SEAES, University of Manchester
318. "The uncertainty resulting from the Leave vote in the EU referendum is already causing damage to the UK's valuable higher education sector, with thousands of EU students due to start at UK universities in the autumn already questioning their decision, and postgraduate researchers and academics now feeling less welcome, in this country, than ever before.

Participation in EU programmes is absolutely vital for UK research, which is one of our most successful exports. Not only does around 20% of all university research income come from the EU, but the framework that allows easy and flexible international collaborations is vital. Simply replacing any lost funding will not be enough. The UK must remain fully committed to EU research programmes."
Dr Rob Thornton, Lecturer in Mechanics of Materials, Engineering, University of Leicester

319. "I am in agreement that leaving the EU has potentially significant implications for the ability of UK academic institutions to attract and retain Early Career Researchers."
Dr Maria Loades, Lecturer, Psychology, University of Bath

320. "I am an ECR contemplating the next step in my career, which involves applying to research funding bodies to support my work investigating immune function in HIV and malnutrition. I have always worked in close collaboration with international research teams, in the EU and elsewhere and my research institute is made up of scientists from all over the world; this is necessary to effectively conduct large multi-centre population studies of human health and relies on free and fair movement of researchers between countries, access to funds available from funders in other countries (including the EU), and working in a research environment where all contributors feel welcome and respected for their professional contributions independent of what passport they hold.

I was deeply saddened by the result of the EU referendum, which will likely compromise my eligibility for EU research funding leaving me with fewer opportunities to further my career. More importantly however, the decision to leave the EU means that the UK will be a less desirable place for my collaborators to work in. I am concerned that visiting researchers from EU countries will have greater difficulty entering/exiting and staying in the UK, face more scrutiny during their visits (already being faced by non-EU researchers based in the UK), and be less likely to be awarded UK-based scholarships and funding during the early stages of their careers. I worry that these factors will compromise my existing collaborations, inhibit the development of new non-EU researchers based in the UK, and be less likely to be awarded UK-based scholarships and funding during the early career researchers will want, or be able to, establish themselves here unless a binding commitment is made to keep us here in the UK; leaving the EU cannot fail to detrimentally affect this. I very much hope that minimising this damage will be a priority during Brexit negotiations."
Dr Claire Bourke, Research Associate, Centre for Genomics and Child Health, Queen Mary University of London

321. "I don't think anyone truly believes that research in the UK will stop, nor will people stop looking at the achievements of UK-based researchers and want to work with them, either as collaborators or members of their laboratories. What many of us are concerned about is that the UK is, in the short term, going to be a less viable place to establish our careers in. No one doubts the quality of the research infrastructure in the UK, but we do have serious doubts as to how many early career researchers will want, or be able to, establish themselves here unless a binding commitment is made to keep (or even increase) funding for people at this stage."
Dr Tim Ganderton, Postdoc, Chemistry, University of York

322. "After my PhD I did my first postdoc in Germany. The whole process was remarkably easy due to my EU rights and I was made to feel so welcome by everyone in every administrative and government office while I got myself organised to work, even despite my broken German skills. I would not have had this opportunity without the EU freedom of movement. I would then not have been able to gain the current fellowship I have without this experience. Having experienced the benefits myself and working in an international lab in the UK I am sure that my research and the wider research of the UK as a whole would suffer without allowing these opportunities to others."
Dr Rebecca Dumbell, Postdoctoral training fellow, Mrc

323. "Of particular concern for my area of nuclear waste management research is whether the UK will retain access to Euratom, a key resource for developing and producing top early career researchers in the field of nuclear engineering. I hope the UK government can ensure continued access to the Euratom framework projects and this is of particular importance as we move towards a UK nuclear renaissance."
Dr Richard Wilbraham, Research Associate, Engineering, Lancaster University

324. "Without the free movement within the EU I would have never considered the UK for a postdoc. If I had to jump through the same hoops to get to the UK as I would have to do to go to the USA or Australia the UK would have fallen short on my list of countries."

Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)

Whether or not I’m seeking a longer term role in research in the UK depends greatly on the prospects of the UK within Europe and its access to EU funding."
Dr Christoph Zimmer, Postdoctoral Research Fellow, Biosciences, University of Exeter

325. "Leaving the EU will have an extremely negative effect on UK research. Collaboration and freedom of movement, for research and use of resources, are vital to a healthy research sector. Free access to EU funding has also been vital to UK research in recent years and I do not see how the UK can replace key funding strands, such as the ERC and Marie Curie funding. Many EU researchers are already considering leaving the hostile environment the UK promises to become. Research is highly competitive and the best and the brightest (from both the UK and EU) will not choose to work somewhere with a lack of funding/resources/investment in research, and bureaucratic difficulties in coming to/staying in the UK for themselves and their families."
Dr Laura Buck, Postdoctoral researcher, Department of Biological Anthropology, University of Cambridge

326. "The fixed term project I am currently working on is funded by the EU, due to the implications of Brexit for UK science, I and many other of my peers at my current career stage are considering our future within the UK. There is potential for a generation of scientists to be disillusioned and either leave the UK or leave science, as one of the supposed jewels in the crown of the UK (Scientific research and development), it seems this may have been forgotten. Scientific research crosses political borders and in an increasingly fragmented world, science is critical framework in which cooperation between nations results in benefits for not only the host country but humanity. It is saddening to see the potential removal of policies which have helped interdisciplinary science thrive be removed. The implications of Brexit are rapidly being realised for science and the effects are happening now with collaborators being asked to be removed from funding bids. Whilst the government see business as usual, scientists do not see this situation as business as usual and scientists who generally are reasonable planners are likely to consider that withdrawal from the EU may coincide with the next round of EU funding, funding which potentially we will not have access to and for potentially which we (in the UK) are considered a risk within consortium's. I urge you as junior scientist to firstly re-consider the implications of Brexit (and ideally put it to a vote in the house of commons), retain access to the political scientific networks established as a result of our participation in the EU and guarantee to make up the shortfall in scientific funding as otherwise you are likely to at the very least lose the tax payers investment in myself, in addition to any future benefit I have to the UK economy to another nation. Nations with more considered policies as to the societal value of science and the need for co-operation and not removal from mechanisms which overall help support excellent science."
Dr Adam Glen, Postdoctoral research fellow, Material Science and Engineering, The University of Sheffield

327. "Leaving the EU poses significant risks for the UK’s ability to retain and attract leading researchers at all levels, but particularly early career researchers”
Dr Anthony Laverty, Research Fellow, School of Public Health, Imperial College London

328. "I agree with the points laid out in the attached document and urge the government to not leave the EU.”
Dr John Connell, Post-doctoral research associate, Centre for Advanced Biomedical Imaging, University College London

329. "The decision to leave the EU will significantly harm UK science. Over the last decade £150m worth of EU funding went to the University of Manchester alone. The government can clearly not commit to increasing science funding to this extent on top of their other stated commitments but need plans in place to prevent it harming education and science in this country. Ensuring similar freedom of movement will also help me recruit and retain the best students and staff. These points are essential for the UKs long term interests, they need detailed consideration and planning.”
Dr Nils Muhlert, Lecturer, School of Psychological Sciences, University of Manchester

330. "Upon completing my PhD in 2012, I was fortunate enough to secure a Marie-Curie Intra-European Fellowship (under the old FP7 programme), allowing me to spend two years working at the University of Vienna in Austria. This project gave me the opportunity to work with one of the world leaders in environmental microbiology and I have learned so much from the experience. This experience has made me a better scientist and helped to establish long-term collaborations not only in Europe but also with colleagues in the USA.
I am currently on a Leverhulme fellowship at Queen’s University of Belfast, seeking to move into a permanent academic post. To secure my future capacity to conduct scientific research within the UK I plan to apply for an ERC starting grant in the coming 12 - 24 months. However, this decision has now been placed into limbo by the Brexit vote. A concerted effort needs to be made to protect UK access to the European Research Council and Horizon 2020 programmes. These are the life blood of UK science and we consistently push above our weight in terms of grant success. In light of the fact that UK science funding has been effectively frozen by the government since 2010, scientists such as me rely upon the EU as a major source of funding to support our ongoing research. To cut off UK academics from EU funding would only exacerbate the pressure on young academics to obtain the diminishing UK funding pot, and therefore result in a brain drain from the UK. As a joint UK-Irish national I may have no choice to again leave the UK to find work in another EU nation if the position of UK scientists cannot be safeguarded.”
Dr William Hunter, Research Fellow, Biological Sciences, Queen’s University of Belfast

331. "Starting my own independent research group represents a huge challenge. It is imperative to secure funding and to recruit high quality research staff. Leaving the European Union has made both of these much harder to achieve. Funding streams once available are now in jeopardy and there is every chance that highly qualified researchers from Europe will be less inclined to come to Britain. I know by talking from members of my lab from Europe that for the first time they have felt less
welcome in Britain. If we want to continue to attract these people we need better and guaranteed funding otherwise they will go elsewhere."
Dr Tom Nightingale, lecturer, Centre for Microvascular Research, QMUL

332. "My job includes contributing to a European collaboration of studies. We have submitted a proposal to Horizon 2020 in the hope of extending our collaboration. Our study features heavily in the proposal. The ability to participate in this collaboration is hugely beneficial to my career progression and development. The ability to exchange information and data, and actively participate is hugely beneficial to our research. As an early career researcher, the impact of Brexit on our continued and future collaboration with our European colleagues is of great importance to me; interference or the loss of the collaboration as a result of Brexit would negatively impact my career. Ensuring that UK science will remain in a position of strength with the freedoms to collaborate, accept EU researchers, maintain existing collaborations and establish new ones following Brexit is vital."
Dr Kayleigh Mason, Research associate, Institute of Inflammation and Repair, The University of Manchester

333. "The free movement of EU nationals, and the attractiveness of UK science to these people, has been absolutely integral to my lab's success. A significant minority of my lab are EU national, and our key collaborations are with labs in the UK led by talented EU nationals."
Dr Trevor Graham, Lecturer, Barts Cancer Institute, QMUL

334. "The Brexit will quite badly affect my career as a large portion of the research money in the area of aerospace is currently from EU through H2020 and CleanSky. This will particularly be very damaging for early career academics, like me. I will also probably lose my chance to apply for prestigious fellowships, such as ERC. Based on my own estimate, based on my current projects and proposals, the Brexit will reduce my research budget by £300k-£600k annually in the next 5 years, while no alternative plan has been put forward, neither by the government nor the UK industry."
Dr Mahdi Azarpayvad, Senior Lecturer and RAEng research fellow, Mechanical Engineering, University of Bristol

335. "Although I am British, I have spent almost half my life in the EU outside the UK. I have chosen to settle in the UK because of the excellent Universities and support for early career researchers. On my return, I transferred knowledge from leading EU laboratories back to the UK, re-designing a UK lab which consequently resulted in a series of influential academic papers of which 6 were in Science/Nature journals. Although I was hoping to settle down in Sheffield as I love the city, University and people, should Brexit result in significant cuts to research funding and free movement of people, I will seriously consider moving to within the EU. As for many academics who are used to moving, there are few significant barriers. This is especially true for me as part of my family currently lives in the EU (outside the UK)."
Dr Jenny Clark, Advanced Vice Chancellor's Fellow, Physics and Astronomy, University of Sheffield

336. "I have worked in Science now for 13 years, and one of the best experiences of this has been working with a diverse array of international people full of creative ideas. Being part of the EU has allowed freedom of movement for many to come to the UK and make our science and economy stronger, and also for us to go abroad and experience other research environments. I have been lucky to go and work in other world-leading European labs to learn new techniques, and it has been a truly enriching experience that I have brought back to the UK. The EU is by no means perfect, but being a part of it would have allowed us to make it stronger, including policies of science funding. Even if we can still be part of this after Brexit by paying into the system, we will have no seat at the table to change policy, and therefore the future direction of worldwide science. It is such a shame that more views like this could not have been publicised prior to the referendum. We must start these conversations so that whatever our future holds, we will make the best decisions for science, our economy and our lives based on truth and open discussion. I hope this statement will show the government how strong the majority of people in research feel about this subject, and that they should make efforts to also represent our views. I still have hope."
Dr Sarah Mizielinska, Postdoctoral Research Associate, Neurodegenerative Disease, University College London

337. "During the latter stages of my PhD, I was fortunate in being able to take part in an EU Cooperation in Science and Technology (EU-COST) Programme on Water and Trade under conditions of climate change. During the course of my participation, I was granted 6 weeks of funding to collaborate with programme partners. This collaboration enabled me to do work that, at that time, had no interest from UK funders. My colleagues on the program were similarly interested in areas that the UK community, at that point, were not. That first post-PhD project quickly led to a 6-month consultancy project for a UK International Development think-tank, building on the theory and methodology I developed with EU funding. Two years later, the ideas and methodologies are now at the core of a UK-funded tri-national project I am facilitating. Therefore my current contribution to UK science has direct lineage to EU funding. It is highly doubtful whether I would be in my current position were it not for the opportunity presented both by EU funding and EU and affiliated partners. Even if UK funding makes up for lost EU funds, the breadth of thinking and cross-fertilisation of ideas will be very hard to replicate outside the current diverse framework of EU funding.

One wonders what similar opportunities will be available within the next few years of my and my colleagues careers after Brexit, and what innovation and professional opportunities will be permanently lost, certainly for the current generation of young researchers who may have to bear the professional cost of Brexit a lost generation of scientists?

This is to say nothing of collaboration with EU-based colleagues at UK institutions, and the many EU students who we have both the pleasure of teaching, and whose ideas challenge and enrich us and their peers."
Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)

Dr Michael Gilmont, Research Fellow in Global Assessment of Water Security, Environmental Change Institute, University of Oxford

338. “I am very concerned with the imminent departure of Britain from the EU and the implications this has for my own research funding.”
Dr Robert Simpson, Lecturer, School of Engineering, University of Glasgow

339. “I believe membership of the EU allows early career academic staff and researchers fantastic opportunity to flourish, develop and lead research within our respective fields.
As an early career academic I believe the opportunity for students to benefit from programmes such as Erasmus open their eyes to the benefits collaborative Research being key to success in STEM fields.”
Dr Thomas Mitchell, Lecturer in Psychology, Department of Psychology, Edge Hill University

340. “The EU funds basic research as part of Horizon 2020’s highly prestigious “Future and Emerging Technologies (FET)” scheme, which is instrumental for the development of radically new technologies that fuel the innovation chain. There is no comparable funding scheme in the UK, hence the UK risks losing its strong position as leader in scientific innovation. If access to Horizon 2020 FET is lost, I call for it to be replaced by an equivalent or superior government-backed scheme funding highly innovative basic research.
Dr Dirk Sudholt, Lecturer, Department of Computer Science, University of Sheffield

341. “I am a Swedish national who moved to the UK to work in medical research at the University of Cambridge 2 years ago. I wanted to move here after finishing my PhD in Sweden because of the opportunities to conduct world leading research. But to make this move I had to compromise on salary progression and standard of living which would have been higher if I had stayed in academic research in Sweden, something which I did seriously consider. If the barriers to making this international move had not been almost non-existent thanks to the EU I fear that I may not have considered it worth the price. Now that I am here it worries me that future researchers may have to make an even more difficult choice than I had, and I fear that many will make a different one. In my role as the President of the Postdocs of Cambridge (PoDC) Society I meet many peers who share my concern and what it means for the future of academic research in the UK. Thus, I think that it is important that the administrative and financial barriers to free movement continue to be as low as possible after the UK leaves the EU to ensure that European nationals living and working in academic research in the UK will want to stay, and that future generations of European researchers will make the choice to join the British research community just like I did.”
Dr Adina Feldman, Postdoctoral Career Development Fellow, MRC Epidemiology Unit, University of Cambridge

342. “I obtained my PhD in 2013 and have since produced 18 scientific research papers in leading peer reviewed journals. I as able to achieve this through the support of both UK and EU funding. Half my research is funding by an ERC grant I am part of, which has given my group the opportunity to contribute critical new data to my field of research. This funding has been instrumental to my success as an early career researcher, giving me the profile required to obtain further UK funding for my postdoctoral position. Furthermore, by working as part of a team, I have been able to contribute far more broadly to my discipline than if I was working alone.
Access to EU research funds is critical in today's world, where so much research in both science and the humanities builds on large collaborations. The time of the single researcher doing solo work is long gone. The ability to obtain large grants and coordinate large projects is a critical step in the life of an early career researcher. The EU offers many of these funding schemes (e.g. ERC starter grant), and therefore makes a huge difference to research itself and ensuring that the best early career researchers stay in academia. It is critical that we do not lose access to these funds and it is critical that mechanisms are in place to ensure that there is no discrimination against UK based funding bids to the EU in the light of Brexit.”
Dr Eleanor Scerri, Postdoctoral Fellow, Archaeology, University of Oxford

343. “I am an EU citizen working in the UK. I moved to the UK with a view towards remaining here long-term and helping to contribute to what I still perceive as an outstanding research environment. The uncertainty following the outcome of the referendum has made it much more difficult to plan ahead, forcing me to consider whether I should seek out research opportunities in my home country, and taking time that could be better spent on science.”
Dr Nicholas Myers, Postdoctoral Researcher, Psychiatry, University of Oxford

344. “As someone who has made use of the living and working as a researcher abroad (Germany), I am very aware of the importance of scientific mobility and how it increases productivity, relations and research excellence. By limiting the movement of excellent researchers from abroad, we moving backwards in our aim to become one the major leaders of International research. I already know of two world-leading colleagues who have turned down permanent research positions in the wake of Brexit, as they fear the repercussions it had to EU funding, and lack of certainty that themselves and their family would be able to live in the UK. I fear decisions like this will be commonplace in the next few years and lead to a steady decline in UK research with knock-on implications to our economy. Please let this not be the future for academia in the UK.
Kind regards,
Mike”
Joint written evidence submitted by
1,640 UK-based Early Career Researchers (LEA0104)

Dr Michael Cassidy, NERC Independent Research Fellow, Earth Sciences, University of Oxford

345. "Free movement of scientists is an essential part of building a successful academic career. In addition, having access to EU funding like ERC grants, is very important." *

Dr Narges Bazargani, Research scientist, Neuroscience, University College London

346. "As a consequence of the Brexit decision, the international leading role of the UK in scientific research is in glaring danger. It is deeply worrying not to see this topic in the regular speech of Westminster MPs, which suggests that they are completely ignoring the problem, or trying to avoid it from becoming a major topic of UK public news media. If this does not change, in 10 years time I don't expect any UK Institution to be among the top-10 of the Times Higher Education University Rankings any more."*

Dr Alejo Nevado-Holgado, Senior Research Associate, Department Psychiatry, University of Oxford

347. "I came to the UK to do my PhD in cancer research, which was funded by the Austrian Academy of Science. The UK is home to world leading Universities for which reason I continued my career at University College London where I am currently working as postdoctoral researcher. I planned to start my own research group in the UK in a few years time. However, in order to make this possible it is essential that the UK remains in the EU, or at least guarantees access to European funding and free movement. Without European funding and the best young scientists from Europe it will be merely impossible to start my own group in the UK. Furthermore, since I am Austrian I am dependent on free movement between the UK and Europe myself. I strongly believe that remaining in the EU would be the best for Science in Britain and Britain itself."*

Dr Irene Aspalter, Postdoctoral Researcher, Laboratory for Molecular Cell Biology, University College London

348. "I arrived in the UK form Germany as a Marie Curie Fellow, quickly progressed into a leadership role in industry, was awarded a UKERC studentship for my PhD at Imperial and an EPSRC fellowship to establish a group at Oxford. This career would not have been possible elsewhere. My research attracts bright minds from around the world. In recent weeks I learned that these talented people no longer perceive the UK as the tolerant society that attracted me so much some years ago. This is very worrying - Asian students paying big money to come here no longer see us as the #1 choice."*

Dr Phil Grunewald, EPSRC Fellow, SoGE, University of Oxford

349. "I am a researcher in tropical palaeoecology, which determines how humans and climate have influenced tropical ecosystem change over thousands of years. This is a fairly specialist field, but research in this area has produced some high impact science. My own career, and that of fellow researchers in the UK, is bolstered through collaboration with several prominent European institutions that are renowned centres of tropical palaeoecology, including Amsterdam, Gottingen, and Barcelona. These universities also attract PhD students and researchers from UK institutions; and this easy movement is threatened by our departure from the EU."

Dr Bronwen Whitney, Lecturer in Physical Geography, Geography, Northumbria University

350. "With the threat of a substantial cut to UK research funding I have already begun looking into my options in the US and mainland Europe (as both a US and Irish citizen, as well as English-born British citizen) as I fear for future research here and the continuation of my career. I studied my undergraduate and PhD degrees at the University of Cambridge and have been in Oxford as a research scientist since then. While my strong desire is to stay in the UK, I will not hesitate to take my research elsewhere if the UK becomes a hostile environment for scientific research. The UK has a proud history of being at the forefront of scientific research since the enlightenment, it would be an act of sabotage to not see this continue, which requires adequate funding."

Dr Ben Crittenden, Junior Research Fellow, Nuffield Department of Clinical Neurosciences, University of Oxford

351. "I came to the UK in 2011 to take a position of Lecturer of the History of Africa at SOAS. At the time the UK academic job market was the most attractive in the EU and remained so until the Brexit: competitive salaries, excellent research environment, great work conditions with an attractive teaching/research balance. Those conditions clearly attracted the best EU early career researchers to the UK, benefitting from the free circulation of movement. Brexit simply jeopardizes all this as many of us now feel terribly insecure about our future migration status in the UK in a climate of heightened xenophobia. We no longer feel as welcome while the UK government still refuses to make any clear statement about the right to remain for EU citizens despite the Brexit. It pushes many of us to rethink our options while others already prepare to leave, which is extremely sad for the future of UK research to which we have all contributed so strongly in the past few years."

Dr Marie Rodet, Senior Lecturer in the History of Africa, History, SOAS - University of London

352. "I am five years into my postdoctoral career and on a year to year rolling contract as lab manager of an excellent research group at the university of Oxford. In spite of the large number of publications this privileged position has allowed me to produce, I have very little security and often get to a point where I have only a few months of employment left before money for a renewal has (so far) been found. To continue my career in research past this point I need to secure my own funding but the brexit vote has potentially jeopardised several fellowship application routes and the big horizon 2020 grant bid I was a partner on is in doubt. My partner is an American postdoc looking to use EU funding to move from her position in Belgium to the UK but the current instability means we have no idea if this remains an option for us. If funding opportunities are cut off from the EU it is likely we would have to move to the US to stay in academia."

Dr Tomas Martin, Lab manager, atom probe group, Department of Materials, University of Oxford
Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)

353. "Freedom of movement was critical in my decision to come to the UK with my young family. As European Union citizens we could be sure that, even though only I had a British passport, we could live in the UK long-term, my wife could continue to work on her career, my children could attend schools, etc. Without these assurances - not just for me but for my family - the UK would have been a far less attractive location to build a research career."

Professor Samuel Cohen, Associate Professor, Mathematical Institute, University of Oxford

354. "I am primarily concerned about the impact of Brexit on i/ UK researchers being able to be involved with large international research programmes ii/ the availability of research funds to science in the UK iii/ on restrictions of movement of researchers within the EU"

Dr Jessica Craig, Research Fellow, Zoology / Marine, University of Aberdeen

355. "Both as a researcher and as an EU immigrant, I am extremely worried about the negative influences Brexit is already having on UK and EU health research."

Dr Eleonora Uphoff, Research Fellow, Health Sciences, University of York

356. "My research in psychology & neuroscience relies heavily on the EU. Early in my career I was lucky to be granted a Marie Curie Intra-European Fellowship from the European Research Commission, allowing me to move from London to work at the Université Paris Descartes in France. The skills developed in this time, and even the experience of writing & gaining the grant itself were invaluable in my career development and were a key feature of my applications to become a lecturer in the UK on my return. Cutting off access to these grants would be disastrous in this sense - it would severely limit the options of future early-career researchers in the UK (and postdoctoral funding is already hard to obtain).

In my current role at University College London, I continue to rely heavily on the EU. My current research program is indebted to researchers from Belgium, France and Germany. We are currently preparing a grant application that now has a large cloud of uncertainty hanging over it. Opportunities for grants with co-applicants in multiple countries are already scarce, and restricting this further would be very problematic. I also rely on students from the EU, both in undergraduate and postgraduate capacities. This is not to say that British students are not themselves highly intelligent and capable, but rather that British, EU, and international students all benefit from an environment in which they are surrounded by the best peers from a wide range of countries. My research also depends heavily on their input, and to limit our intake of students further would definitely reduce its quality."

Dr John Greenwood, MRC Career Development Fellow, Experimental Psychology, University College London

357. "Collaboration fuels scientific excellence. Brexit discourages such collaboration, and will more importantly disintegrate the wider societal and economical environment that makes the UK so attractive to me and other scientists."

Dr Mirre Simons, Vice-Chancellor's fellow, Animal and Plant Sciences, University of Sheffield

358. "Open innovation drives scientific advances in the modern world. It is the collective pursuit of shared ideas that helps to improve the quality of life of the world at large. When we threaten this model, we threaten our collective progress."

Dr Marc Reid, Postdoctoral Research Associate, School of Chemistry, University of Edinburgh

359. "Please do not destroy what has taken too long to establish - community of Europe's brightest and best, working together toward a common goal of discovery and improving the quality of people's lives everywhere. This exceptional, multi-lingual and multi-cultural scientific community is envied all over the world and is so very precious. Brexit would be a huge step backwards for all of us and the inevitable negative impact on the quality of our scientific output would be regarded as a tragedy for generations to come."

Dr Amelia Lane, Post Doc, Institute of ophthalmology, University College London

360. "The retention of well funded early career researchers is vital to the future not only of scientific research within the UK but will also be a significant driver of the UK economy going forward. In negotiating Brexit it is vital that the needs of early career researchers are maintained of not expanded. As a UK citizen who also qualifies for an EU passport if this is not clearly communicated and guaranteed I amongst a great many of my colleagues will seek to leave the UK in search of funding and positions. This potential loss of knowledge should be considered a as a national security concern due to the potential negative impact on the economy post Brexit."

Dr Conor McCann, Research associate, ICH, University College London

361. "As a Lecturer and researcher specialising in applications of interactive technology in multimedia performance, I have often been aided by national, international, and specifically EU funds. To give one example, I participated in the CoMeDia project of the EACEA. However, funding is not the only issue: PhD students and post-graduate researchers from the European Union make significant contributions to our research environment."

Dr Patricia Alessandrini, Lecturer in Sonic Arts, Music, Goldsmiths, University of London

362. "I feel that Leaving will affect all my potential collaborations with EU researchers and losing all the talented students from the EU."

Dr Louis YP Luk, University Research Fellow, Chemistry, Cardiff University
Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)

Dr Irundika Dias, Research Fellow, School of Life and Health Sciences, Aston University

"EU collaboration is main aspect of my career development. this provide me hope to collaborate with great scientists, access to funds and perform research otherwise would not have been possible."

Professor Maarten De Vos, University of Oxford

"Brexit is a shame for any British person. there is absolutely nothing positive that can be associated with it. The government should do everything to undo the fact, or at least minimise effects."

Dr Marthe Ludtmann, Postdoctoral Scientist, Molecular Neuroscience, UCL, Institute of Neurology

"The period of uncertainty will make scientists look for jobs outside UK. A scientific career is volatile and the uncertainty we are facing now will lead to researchers leaving. Nobody wants to risk not only their career but also their livelihoods by "hoping that nothing will change and funds will be available". The brightest minds will be welcomed with open arms at institutions around the world which will be detrimental to UK science."

Dr Andre Marques-Smith, Postdoctoral Researcher, CDN, King's College London

"Exiting the EU puts British science at a huge disadvantage both in accessing EU funding and attracting young talent from the EU."

Dr William Harrison, Postdoctoral Fellow, Psychology, University of Cambridge

"In diversity we thrive. Diverse ideas, concepts, theories, methods, all brought together by collaboration of thought, narrative and ideas with scientists both within and outside the UK. Let's continue to work jointly, trying to answer some of the most important and effective research questions, which may have a long lasting impact on health and well-being. Multidisciplinary, multicultural, 'multi-funded' collaborations allowing us to create, thrive and speak a common language in science. Let's continue to work within such a framework for the better of science and humanity at large. As I look around me, I have benefited at both a personal and professional level by working as part of the EU."

Dr Vaheshta Sethna, Hon Lecturer /Post-doc, King's College London

"I second the statements made in this letter. European funding and free movement is essential for the continued excellence of UK science."

Dr Alex Cope, Research Associate, Computer Science, University of Sheffield

"Brexit will impact my chances of obtaining EU funding to benefit my research at UK research institution (for example the Marie Sklodowska-Curie Fellowships I have currently in preparation to bring a highly skilled EU national into the UK). This reduces my job security and as a result also my financial security, for example purchasing a property in the UK in these circumstances has become too risky."

Professor Isabel Larridon, Early Career Research Fellow, Identification and Naming, Royal Botanic Gardens Kew

"I am a British Citizen who undertook 3.5 years of postdoctoral research in Switzerland before returning to the UK to take up a Lectureship at UCL. I am also currently a Visiting Professor at LAMH, University of Valenciennes France. I have recently submitted a number of research proposals with my European collaborators and am preparing a Horizon 2020 proposal, for which now there is obviously a degree of uncertainty. This European funding is key to facilitating large scale collaborations, that keep us Internationally competitive. As an ECR, I am building up my research team, which is growing rapidly and just beginning to produce some truly excellent outputs. In order to be a world leader in my field, I need to draw upon and nurture the best minds and talent from all around the world. I have several European and International students in my team and regularly offer internships and placements to EU and UK students alike. I have experienced the long and painful process of recruiting staff and students from outside the EU and fear that if the process became this difficult for EU citizens too, it would threaten the worldwide competitiveness of my lab. If we lose the ability to attract these high-calibre researchers, I may seriously consider relocating to a world-leading European University myself. Furthermore, if we deny UK students and ECRs the ability to broaden their horizons through study and work in Europe, our future generations of scientists will become isolated and narrow-minded; our whole society will suffer as a consequence."

Dr Tom Carlson, Lecturer, Aspire Create / Division of Surgery, University College London

"As a prospective applicant to the ERC Starter Grant, I am wary that the decision to leave the EU may have a detrimental impact on my chances of obtaining this prestigious award."

Dr Timothy Witney, Sir Henry Dale Fellow & Group Leader, Division of Medicine, University College London

"I wouldn't have been where I am without EU funding. Prior to my current position, I was a post-doctoral researcher on a project, that was funded for 4 years by an ERC early career researcher grant. having such a long post-doc was crucial for being able to develop ideas and high impact research."

Dr Yael Benn, Lecturer of Psychology, Psychology, Manchester Metropolitan University
Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)

374. "I am an EU citizen working in the UK. I have had the pleasure of completing all my degrees in the UK (Bachelor of Science, Master of Science and PhD) and currently work on an EU-funded science project. Brexit will have drastic implications for obtaining future funding and thus continued work opportunities in the UK as a scientist. This will not only affect numerous other EU scientists currently working in the UK, but will also result in the reduced creation of science workplaces. I strongly vote for the UK to remain in the EU." 
Dr Gaby Pfeifer, Research Fellow, Clinical Medicine, Brighton and Sussex Medical School

375. "How can we compete with EU institutions without EU funding? There is reduced need for others to work in the UK or collaborate with us. How can we attract the best talent without being able to offer access to EU funding? We've worked so hard to collaborate to make global advancements and Brexit will change this for good."
Dr Charlotte Harden, Lecturer, Oncology, University of Sheffield

376. "I am a British citizen and work in a lab with many EU researchers. Our work is greatly enhanced by their presence in the UK: it would be difficult or impossible to fill these specialist jobs without them."
Dr Rachel James, Research Fellow, Environmental Change Institute, University of Oxford

377. "As an early career British researcher aspiring to achieve research independence I am finding that leaving the EU as a pivotal point in whether this happens or I involuntarily face leaving academia. My CV plays a significantly less important factor if there are fewer positions. Trained in the UK, I spent a summer in the US and despite much of the visa admin done for me by the host institution I still had to take time out of work to obtain a visa (just for 14 weeks!). Later I took up a position in Spain, full time, which was relatively painless thanks to freedom of movement highlighting that training of UK-based researchers undertaken in the EU will also be affected.
I am more concerned with the lack of opportunity for funding and tightening of budgets by university departments to support research projects. I fear that should I succeed in securing my own lab, I will not be able to recruit the best people for my projects and severely hamper my ability to compete worldwide. The whole uncertainty created by leaving the EU attenuates my enthusiasm for academic research and I see no future staying in the system."
Dr Michael Bale, Research Fellow, Sussex Neuroscience, School of Life Sciences, University of Sussex

378. "I completed by PhD exactly 10 years ago and have benefited from international training and collaboration. First in the USA, where I underwent training in imaging, and then subsequently (when back in the UK) via collaborations in Europe. For example, I have been lucky enough to be hosted in Rome as a visiting scientist where, in collaboration with specialist engineers, we were able to open a new line of research combing our scientific interests and significantly advancing the field, leading to a number of shared publications. This summer I was part of a summer school full of international students where ideas for future collaborations and shared expertise were discussed. Leaving the EU will severely restrict and limit these opportunities and render us less attractive as collaborators. Good science depends on openness and collaboration and we are sidelining ourselves from this with devastating implications. Unless the government takes robust measures to mitigate these effects the UK will becoming a much less attractive place to build a scientific career, leading top scientists to conduct research elsewhere and solicit collaborators in EU based countries. This will inevitably reduce the UKs position as a world leader in science research.
I am currently EU funded (off an ERC grant) and that has launched my research career. I am also currently part funded by a Horizon 2020 grant and have just recently part of a successful ERC proof of concept grant. Thus my ability to do research in the UK is, at present, completely down to the support of the EU. With this funding I am establishing myself as a world leader in interoception and embodied emotion, and this would not have happened without the direct support of the EU."
Dr Sarah Garfinkel , Researcher, Brighton and Sussex Medical School, University of Sussex

379. "I fully support all the points made in the main submission. I would also add that losing free movement between UK and EU will have a major effect at the PhD stage as well. While it is likely that any future arrangement with the EU will still allow students to study abroad, the much higher fees for international PhD students could still be a major problem. The vast majority of sources for PhD funding will only cover "home" fees, which currently include EU students. Were this to change, we would effectively exclude EU students from most PhD positions in the UK, and vice versa for UK students hoping to study in the EU. This would stifle the free exchange of ideas between the UK and the rest of the world, to the detriment of research everywhere."
Dr Jordan Boyle, lecturer, Mechanical Engineering, University of Leeds

380. "I am an early career researcher about to embark on a period in my career which involves travelling between posts in different institutes and building networks of scientific contacts. For this I will be reliant on winning short term grants (1-2 years) and fellowships to support myself and my research ambitions. I am very concerned about my future eligibility for such grants, a number of which support movement into and out of the EU. The ability also to make short visits to collaborators would also be hampered by a change in freedom-of-movement rules. This could have a serious long-term effect on UK scientists and their ability to collaborate internationally.
In my future career, in 5-6 years time, I had always intended to settle permanently in the UK and build a research team from there. However access to the global talent pool and a wide range of funding sources are so vital for modern science that my certainty for this has diminished. The UK government will need to ensure freedom of movement for scientists, and freedom of access to EU and global science funding schemes in order for it to be an attractive destination for young researchers like myself and others worldwide. If this cannot be done then the UK would have to directly finance a very large internal funding scheme to attract international talent and support research projects for UK based scientists. Our universities currently rank as..."
Joint written evidence submitted by
1,640 UK-based Early Career Researchers (LEA0104)

some of the best in the world and that is down to the talented researchers that we can attract. If we isolate ourselves from the world then I fear that British science in 10 years time may not be what it once was.”

Dr Robert Green, Post Doctoral Research Associate, Dept of Earth Sciences, University of Cambridge

381. “I have recently begun working as a post-doctoral associate research fellow on the European Commission Horizons 2020 funded BlueHealth project based at the European Centre for Environment and Human Health, which is part of the University of Exeter Medical School. The project concerns the impact of urban waterways on the health and well-being of urban populations across Europe. Furthermore, it involves a consortium of nine academic institutions based in eight European countries with whom I am required to liaise with on a regular basis. I am responsible primarily for the management of a set of standardised survey items which are being used across Europe both to analyse a cross-section of the European population and their relationship with urban waterways, and also to evaluate the impact of a number of case studies and individual-level interventions concerning enhancements to urban aquatic environments. I am also responsible for conducting and assisting with secondary data analysis, experimental studies and a systematic review and am required to regularly publish first- and co-authored academic papers as well as produce reports for the European Commission on which the outcomes of the work package which I am working on.

I completed an Economic and Social Research Council PhD in 2016 at the University of Exeter. This concerned the promotion of physical activity in natural environments. Specifically I examined how the type and quality of natural environments influences physical activity participation and mental health outcomes, with a focus on coastal environments. Furthermore I studied how walking in countryside and coastal areas is promoted by tourism brochures and how this could be improved. My first published study used a secondary public dataset to demonstrate that expansive environments such as coasts and countryside seem to afford higher volumes of physical activity. In another, I used a controlled experiment to investigate how exercise in simulated coastal environments resulted in different psychological outcomes depending on whether it is polluted or not. In a third study, currently under revision, I employed quantitative content analysis to explore how brochures promote walking in countryside and coastal environments. In my final doctoral project, I utilised an online survey method to test how these brochures compare with others that have been tailored using behaviour change techniques, in terms of increasing outdoor walking intentions.

Outside of the above roles, I have collaborated with colleagues in Austria on an article which has been recently published, concerning a pilot randomised controlled trial which investigated walking in natural environments as a novel intervention for patients hospitalised with depression. I am also assisting with projects concerning the design fidelity of an online physical activity intervention for depressed populations using behavioural activation, and a quantitative content analysis of energy saving leaflets produced for housing association tenants.”

Dr Lewis Elliott, Associate Research Fellow in Environment and Human Health, European Centre for Environment and Human Health, University of Exeter Medical School, University of Exeter

382. “I am dismayed by the changes already brought about since the Brexit vote. I feel that working with researchers from a range of EU countries has directly benefited my work through the scientific knowledge they have shared with me and has also provided a unique opportunity to interact with people of many cultures ”

Dr Claire Potter, Research Associate, Cardiology, King’s College London

383. “When looking for a post-doc (in the field of agri-environment/ecology/ ecosystem services) after finishing my PhD, every single suitable position bar one was EU funded. I am worried about what will happen at the end of my current position when I am again looking for work. Without access to EU funding, how is the UK planning to remain part of large European agri-environment projects? Europe’s environmental issues span country borders and EU-funded international collaborations have so far been very effective in assessing, for example, the state of Europe’s wildlife and habitats (e.g. recent work on pollinators), how land use is affecting them, and potential mitigation strategies.”

Dr Alexa Varah, Postdoctoral research assistant, People, wildlife, ecosystems, IoZ

384. “In 2006, I came to the UK from the US as a Jack Kent Cooke Graduate Scholar with a $300,000 scholarship that I could have taken to ANY accredited university in the WORLD. I chose to attend Plymouth University for my PhD research as it is world-leading in marine biology research, due in part to the diversity of staff not only at the university itself, but also at affiliate organisations like the Marine Biological Association and Plymouth Marine Laboratories. I wanted to ensure I had the the best start as an early career researcher in a field I am passionate about. This is exactly what my experience here in the UK gave me as I am now teaching at Plymouth University, helping the next generation of marine biologists develop the requisite skills and knowledge base in a rapidly changing field. Working with a diverse research group also enabled me to develop global networks which I draw upon in my day-to-day job.

If I had to consider my options all over again, I can assure you that I would avoid the UK in a post-Brexit world. There is no way I would want to come to an inward-looking country and subject myself to all of the anti-immigration rhetoric and potential hate crimes as an immigrant myself. I feel we are now a very dark time for UK scientific research.”

Dr Stacey DeAminicis, Lecturer in Marine Ecology, Marine Biology and Ecology Research Centre, Plymouth University

385. “My first research contract, in the field of neutrino astrophysics was funded via an EU FP7 research grant. At the time, the UK PPARC had withdrawn it’s funding in this field, so FP7 was crucial. The KM3NeT collaboration, of which I was then a member continues to evolve and provided several keynote lectures at the recent world leading Neutrino2016 conference. Since then I have worked in the T2K collaboration which was recently awarded the Physics Breakthrough prize and has seen the creation of it’s first Nobel Laureate.
Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)

It is telling that in the week ARM has accepted an offer of purchase from SoftBank, the founding members have been quoting their original EU research grant as being the key provision for the early incarnations of their now world leading microprocessors."
Dr Jonathan Perkin, Postdoctoral Research Associate, Physics and Astronomy, The University of Sheffield

386. "Concerned about my ability to compete/collaborate for pan-European research projects, and about the deficit in the funding of new researchers being trained, particularly in my home of Cornwall."
Dr Charlie Ellis, PDRA, CLES, University of Exeter

387. "I am an evolutionary biologist and palaeontologist. Originally from Denmark I have been working as faculty in the UK since 2012."
Dr Jakob Vinther, Senior Lecturer, School of Biological Sciences, University of Bristol

388. "As a foreigner working in England, I cannot emphasize enough how disastrous a Brexit will be for the impact, viability, and longevity of British research. Now more than ever, successful and innovative research requires international collaboration and funding. Being in the EU not only means ensuring that UK Nationals have the option to enrich their training an over 20 rich host countries, but encourages a welcoming environment for Europe's many brilliant minds to come here and contribute."

There is no doubt in my mind that what continues to propel UK research to be the very best in the world is it's unique situation within the European community. Severing this tie will be a practical, cultural, and financial blow to this legacy. The uncertainty caused by Brexit has already caused a withdrawal from the UK; myself and many other colleagues are shifting our long term plans around this disastrous situation. Researchers are being advised to plan their grants in exclusion of the UK. There is no doubt that a culture of bi-directional exchange with Europe is essential for science in this country."
Dr Micah Allen, Post-Doc, Institute of Neurology, University College London

389. "I believe it is important to maintain UK-based talent in research, specifically for grants and fellowships that have already been put in place. Further, we must allow transparent collaborations between international institutions without barriers preventing communication and progress to ground-breaking research."
Dr Tiberiu Chis, Research Associate, Computing, Imperial College London

390. "I currently hold a MRC Biostatistics Career Development Award, mostly researching dementia. I am part-time at KCL and the MRC Biostatistics Unit (Cambridge)"
Dr Steven Kiddle, Research Fellow, SGDP, King's College London

391. "I am a Marie Sklodowska-Curie (MSC) Fellowship recipient, and as such I can directly testify for the great opportunity that this funding scheme has meant for me. Thanks to the MSC program, the EU has allowed me to move to an exciting and leading research community such that here at Imperial College, where I can carry on my research in ways completely impossible to achieve at my previous Institution. Moreover, this funding scheme has allowed the UK to benefit from my background and expertise, as well as from the result of my present research, without directly paying me any salary. This is a great example of the benefits of UK's research in having been part of the EU, and what will be harshly missed in case of a termination of the present possibility of research funding from the EU."
Dr Giacomo Tarroni, Marie Sklodowska-Curie Fellow, Department of Computing, Imperial College London

392. "I fully support the statement above and am in full agreement with the views expressed in it." Dr Aida Moses, Teaching Fellow in Clinical Neuropsychology, Experimental Psychology, University of Bristol

393. "I am an academic from Belgium. My department has invested in me in offering me a tenure-track position. I am thinking of leaving because a) I don't feel welcome and don't like living in a country where people strongly believe they do better on their own, b) I don't think UK science and education will continue being strong."
Dr János Perkó, School Research Fellow, School of Electronic and Electrical Engineering, University of Leeds

394. "I am an early career researcher who is also an EU citizen resident in the UK. My professional and personal development has benefitted immensely from the ability to travel and work freely in the EU and collaborate with researchers in other EU countries. I completed my studies in Germany, spent half a year in Norway as an Erasmus student and completed my PhD in Ireland before taking up an academic position in the UK. I believe that leaving the EU will significantly affect the ability of researchers to travel to and work freely in the UK and contribute their international experience and expertise to the UK's future research and education."
Dr Christopher Harvey, Senior Lecturer in Biology, School of Human and Life Sciences, Canterbury Christ Church University

395. "I was born, have grown up and work in the UK, but I am currently considering my options to move abroad. I work on rare forms of dementia and I am keen to find a disease modifying treatment for them. I need collaborations that cut across national boundaries in order to recruit enough patients for research studies and clinical trials. Leaving the EU is a huge blow to this kind
Joint written evidence submitted by 1,640 UK-based Early Career Researchers (LEA0104)

of research. I fear the UK will quickly become a research backwater, cut off from collaborative progress for the sake of isolationist nationalist principles I do not hold.*

Dr Timothy Rittman, Clinical Research Fellow, Clinical Neurosciences, University of Cambridge

396. "I have been working at UCL since 2008 and managed to build my lab with an internationally recognised research program there. However, since the vote to leave the EU, I have started to look for a position in my home country, Germany, as the uncertainties connected to my research and my own status in the UK have simply become too big."

Dr Roland Schaette, Lecturer, Ear Institute, University College London

397. "Leaving the EU will not only pose significant risks for the UK's ability to retain and attract leading early career researchers, but will also reduce the amount of funding we receive!"

Dr Clare Pridans, Research Fellow, University of Edinburgh

398. "I consider myself an early career researcher in the STEM area of research, and therefore am quite alarmed by the Brexit. One of the fundamental tenets of any research institution is the ability to attract the brightest, and most innovative minds, and being part of the European union helped to make this easier. I feel that the UK's position, as one of the most attractive countries in which to establish a scientific career, hosting a disproportionate number of world-leading universities. Freedom of movement has enabled us to draw on a talented pool of students and skilled researchers from across Europe and beyond, facilitating the international collaborations that increasingly account for high impact science.

There are three key areas as highlighted by 'Leaving the EU: The Importance of Retaining and Attracting Early Career Science Researchers' namely the access to ECR grants, Marie Curie Fellowships and freedom of movement which must be maintained if the UK to retain its place as a top tier STEM and research nation, both in it's own eyes and that of the world."

Dr Chathyan Pararasa, Postdoctoral Fellow, School of Life and Health Sciences, Aston University

399. "As an Italian and Canadian citizen, I was only able to obtain funding from the British Academy to work at Oxford because of the UK's membership in the EU. Leaving the European Economic Area and abandoning the free movement of people between the UK and the rest of Europe would do significant harm to UK science. Indeed, I will likely move to Europe or North America if this happens."

Dr Dan Lametti, British Academy Postdoctoral Fellow, Experimental Psychology, The University of Oxford

400. "Having only just started my own laboratory in Birmingham, I am deeply worried about the future of scientific funding in this country since the results of the EU Referendum. BREXIT threatens my application for an ERC Start-Up grant and existing collaborative grant applications with colleagues in the EU. These are scary times to be starting a laboratory in the UK."

Dr Ian Charest, Lecturer, School of Psychology, University of Birmingham

401. "EU collaboration and funding are crucial to the dynamism and success of British science and universities. It is crucial to keep UK fully involved and included in EU education and science programmes, publicly announcing these guarantees as soon as possible."

Dr Michael Rasell, Senior Lecturer, School of Health & Social Care, University of Lincoln
1. "I am a senior scientist who relies heavily in my lab on early-career researchers recruited from the EU - presently I am working with several scientists from France and Italy and in the recent past also Spain and Germany. Science is only as good as the scientists doing it. We are constantly having to compete to attract the best talent from across Europe - if the UK leaves the EU and becomes less attractive to these brilliant young people this will be much harder and we risk losing our pre-eminent position in science, maybe never to get it back."
Professor Kate Jeffery, Professor of Behavioural Neuroscience, Experimental Psychology, University College London

2. "Immediately after my PhD, I benefited from the opportunity as a US citizen to come to the UK as a post-doctoral researcher. I am now a naturalized British citizen and run a medium-sized research group in the UK, which includes many individuals from the EU and outside. Our research centre, where I am now an Associate Director, is globally competitive because of these talented individuals. Compromise to our ability to attract researchers regardless of their nationality would be a disaster for UK science, and deny many young researchers career-changing opportunities."
Professor Karla Miller, Professor of Biomedical Engineering, FMRIB Centre, University of Oxford

3. "Brexit is a shame for any British person. there is absolutely nothing positive that can be associated with it. The government should do everything to undo the fact, or at least minimise effects."
Professor Maarten De Vos, University of Oxford

4. "Brexit will impact my chances of obtaining EU funding to benefit my research at UK research institution (for example the Marie Skoodowska-Curie Fellowships I have currently in preparation to bring a highly skilled EU national into the UK). This reduces my job security and as a result also my financial security, for example purchasing a property in the UK in these circumstances has become too risky."
Professor Isabel Larridon, Early Career Research Fellow, Identification and Naming, Royal Botanic Gardens Kew

5. "The Institute of Ophthalmology, which with Moorfields Eye Hospital is the premier site for eye research in the world depends heavily upon EU students, EU staff and EU research funding. Any Brexit agreement that doesn't preserve all three will threaten one of the few areas in which the UK is truly leading, i.e. research."
Professor Phil Luthert, Professor of Pathology, Ophthalmology, University College London

6. "I am an early career researcher currently working for a US university. After completing my PhD and a first research position in the UK, I left to pursue my research in the US (following the funding crisis in UK particle and astrophysics). In the global field of science it is increasingly important for the UK to protect and invest in scientific research and researchers, or risk losing expertise and a record of scientific excellence."
Professor Matthew Barrett, Research Assistant Professor, Physics and Astronomy, Wayne State University

7. "I am greatly saddened at the outcome of the EU referendum and the narrow vision about the EU that it displays. I believe Brexit will have an extremely negative effect on UK and European science. Over the last 10 years, I have been involved in several EU collaborative networks, all of which have enabled 2-way knowledge exchange and greatly enhanced the quality of my research by increasing the number of publications and enhancing its translational aspects. EU early career researchers visiting my group have thus contributed to improving UK research. I am now leading a big multidisciplinary European training network for early career researchers, which will produce the next generation of researchers in my field. The UK alone could not support such a broad project. Brexit will close the door on such collaborations, and substantially reduce research income to the UK, which currently does very well with EU science funding. This is extremely sad. I strongly believe that MPs need to debate the logic of Brexit very carefully to avoid the lemming syndrome."
Professor Corinne Spickett, Professor of Biochemistry, LHS, Aston University

8. "I strongly support this submission from young scientists about the crucial importance for UK science of maintaining free movement of scientists within Europe, and of either maintaining access to ERC/EU funding or replacing it with an equivalent fund that provides similar support to outstanding scientists."
Professor David Attwell, Jodrell Professor of Physiology, Neuroscience, Physiology & Pharmacology, University College London

9. "A vibrant community of international early career researchers is vital to maintaining the UK’s place in Science - and to promoting Science globally. This is especially true when we consider global challenges including the need to feed the growing world, to act against the rise of anti-microbial resistance and to face the increasing risk of global epidemics. We cannot stand alone. Therefore, the British Government should strive to ensure that existing opportunities are sustained or enhanced for the benefit of Science in the UK and to enable us to contribute to global science for the future of mankind."
Professor Alasdair Cook, Head of Dept of Vet Epidemiology, School of Veterinary Medicine, University of Surrey

10. "I have had many early career researchers both from within and outside the EU spend time in my laboratory before going on to establish their own careers both in research and the wider economy. Their contribution has been essential in keeping my research activities internationally competitive and in bringing their own unique perspectives to the research."
Professor Tony Cass, Professor of Chemical Biology, Chemistry, Imperial College London
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11. "I am enormously concerned at the impact that a proposed withdrawal from the EU might have on UK science and technology, with this negative impact falling perhaps hardest on early career researchers. There are two main sources of risk. First, the reduction in available funds to support postdoctoral researchers both within the UK as the economy contracts and more importantly through loss or restricted access to EU funding programmes such as Horizon 2020.

The second source of risk is the restriction on free movement of people. Science depends on easy and free movement of students and researchers throughout Europe, so that the strongest research collaborations can be established and be competitive with other science 'superpowers' such as the USA. Restrictions on early career researchers working abroad will be highly damaging.

I fear greatly for UK science, which is already feeling the impacts of 'Brexit' as potential European partners understandably look elsewhere as uncertainties develop.

Finally, I worry about a new potential 'brain drain'. I myself have already received enquiries from other EU countries for high level research positions, and I will not be the only one. I have brought several million pounds of EU and non-UK-govt funding into the country over recent years, so that would be an immediate loss."

Professor Anil Seth, Professor of Cognitive and Computational Neuroscience, School of Engineering and Informatics, University of Sussex

12. "I fully support this submission. Benefits to the UK scientific community of free movement of young researchers are many and varied. By the same token, the UK leaving the EU is disastrous."

Professor Felicity Huntingford, Emeritus Professor, College of Medical, Veterinary & Life Sciences, Univrersity of Glasgow

13. "As a European citizen, regularly engaged in the ERC and having worked on EU-funded collaborative initiatives since the early nineties, I am appalled by the extremely grim perspectives Brexit is imposing on the next generation of UK researchers. This is likely to penalise the UK's international scientific standing in ways that have clearly not dawned on the Brexiteers."

Professor Sally Jane Norman, Professor of Performance Technologies, School of Media, Film and Music, University of Sussex

14. "A key danger of Brexit to UK science is that it can lead to a dramatic shrinking of the pull of young people willing to consider working in Britain or eligible to do so. If we are effectively limited to the internal UK "market" in recruiting young talent (PhD students and early-career researchers), we will collapse into a provincial second-rate status very quickly (within a few years): the junior talent pool will be too small, while senior people will leave and go elsewhere, as it essentially impossible today to conduct research in sciences successfully if you can't bring in the best young people internationally. Brexit need not produce this effect: if, for example, rather than restricting EU nationals, the UK acted instead to maintain a welcoming regime for them AND to broaden the pool overseas (which we currently are not very good at doing, with, for example, a prohibitive fee and visa regime for non-EU PhD students), this might actually improve the situation (a better system for attracting US/Canadian/Australian and Indian students, for example, would be a massive game changer in sciences). This will require quick and clever action as far as the rules of the game are concerned, but obviously any good outcome is only possible if also the funding lines for recruitment of PhD students and postdocs do not dry up."

Professor Alexander Schekochihin, Professor of Theoretical Physics, Physics, University of Oxford

15. "For 50 years I have thought of myself as essentially international, having worked in the EEC and other countries, and I am very concerned about the narrowing of horizons that will result from leaving the EEC. The government should try very hard to maintain an open door to visiting scientists, especially those beginning their careers."

Professor Michael Land, Emeritus Professor, Life Sciences, Sussex University

16. "My own lab's creativity is driven by access to extraordinary colleagues from the EU. Science in Oxford benefits from these scientists at every career stage. Retaining and attracting such scientists at the beginning of their independent careers is essential for top quality science in the uk."

Professor Timothy Behrens, Professor, Nuffield Dept of Clinical Neurosciences, University of Oxford

17. "I can see the problems arising for the (young) researchers in the UK because of Brexit. Should be realized by the UK government."

Professor Gerard Martens, Professor in Animal Physiology/Molecular Life Sciences; Head group/PI, Molecudular Animal Physiology, Radboud University

18. "Young research workers from both EU and Non-EU countries have provide much of the added stimulus for research work in the UK universities. It is essential that a way can be found for this to continue once the UK has left the EU."

Professor Jim Williamson, Professor of Materials Science, Materials, Imperial College London

19. "I am an early career research who came over to the UK from Canada in 2012 to work at the University of Oxford through the Marie Skoodowska-Curie Fellowships to do Post Doctoral Work immediately following my PhD. Through the fellowship and network grant, myself and others in my group were in constant collaboration with other fellows in institutions across the EU. Furthermore, now that I have returned to Canada, I have kept those connections both in the UK and throughout the EU as I establish my career. I visit the UK and EU annually to maintain those connections and collaborations. Thus, in my case, and
20. "As the head of a department currently ranked #3 in the world [1] my first priority is to recruit and retain outstanding academic staff. This necessitates attracting the best researchers internationally, with a particular focus on those at the early career stage. Now more than ever it is vital that the UK ensures that it remains one of the most attractive countries in the world for research, so I urge the Government to listen to the views of early career researchers, whose fresh ideas are the key to a successful future.

Professor Peter Haynes, Head of Department, Materials, Imperial College London

21. "The global advance of science, technology and innovation depends critically on interactions between the UK and (other) EU countries"
Professor Roshan Cools, Radboud University

22. "I started my own career as a PhD student coming from Germany to the UK in 1988, after a 4-year postdoc at Harvard Medical School I returned, initially to Scotland and then to join UEA in 2001. As an academic I have taught UG students from EU member states and I have trained many researchers, PhD and postdocs, from other EU member states. Any restrictions to free movement or access to funding will affect our ability to attract the brightest minds and the best researchers to UK science."
Professor Andrea Munsterberg, Professor, School of Biological Sciences, University of East Anglia

23. "I am a British national working in scientific research in Sweden. Prior to this I carried out postdoctoral research in both Cambridge UK and Lyon France. All three of environments are highly international and multicultural, as are most of the best labs in the world. I have benefited directly from EU funds and freedom of movement, and have witnessed the huge benefits they give. Failure to protect these risks pushing uk science into isolated insignificance."
Professor Andrew Pell, Assistant professor, Department of materials and environmental chemistry, Stockholm University

24. "Freedom of movement was critical in my decision to come to the UK with my young family. As European Union citizens we could be sure that, even though only I had a British passport, we could live in the UK long-term, my wife could continue to work on her career, my children could attend schools, etc. Without these assurances - not just for me but for my family - the UK would have been a far less attractive location to build a research career."
Professor Samuel Cohen, Associate Professor, Mathematical Institute, University of Oxford

25. "Programs such as the Marie-Sklodowska Curie actions have been instrumental in attracting the top talent from all across Europe to the UK. Losing these instruments would be highly detrimental to the UK’s standing in research."
Professor Thomas Nowotny, Professor of Informatics, Informatics, University of Sussex

26. "I fully support this submission."
Professor Matt Sutton, Professor of Health Economics, Manchester Centre for Health Economics, University of Manchester

27. "I am appalled by the damage done to young peoples careers by the decision to exit the EU. The Exit campaign consisted of vague promises and outright lies and I believe that the outcome of this election should be questioned and overturned if possible."
Professor Paul Brown, Honorary Visiting Professor, Informatics, University of Sussex

28. "We have supported and nurtured some of the best and brightest international postdocs in Anthropology with EU Cofund Fellowships. They have contributed immeasurably to our research, and we to their careers. To lose funding for these ECRs due to Brexit will be devastating all round."
Professor Helen Ball, Head of Anthropology, Anthropology, Durham University

29. "Having been involved in European wide programmes for a number of years (including FP 7 Projects), and sending my PhD students to study in various institutions, the free flow of scientists, especially early career scientists, is essential for the development of European scholarship. Brexit casts a shadow over British involvement in these important collaborative scientific endeavours."
Professor Glyn Roberts, Professor Emeritus, Coaching and Psychology, Norges IdrettsHogskole

30. "It is clearly very important that in the UK choosing to leave the EU, we do not at the same time isolate ourselves from the valuable research partnerships that we have with our European neighbours. The UK government must understand the ongoing importance of bringing expert scientists and engineers into our country, especially early career researchers, to continue to support national research efforts and keep us at the international forefront in terms of excellence, breakthroughs and productivity; both in teaching and research."
Professor Thomas Scott, Professor of Materials, Physics IAC, University of Bristol
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31. "I have an ERC Advanced grant running until 2018. Life outside the EU will be intolerable for science and greatly damage basic research no matter what leave campaigners say. I employ 4 excellent post-docs, none of whom is from the UK."
Professor Tom Higham, Research scientist, Research Lab for Archaeology, University of Oxford

32. "I call on the UK government to ensure that the benefits of EU membership are retained, long-term, for early-career UK-based researchers post-Brexit. In the event that access to funding and freedom of movement for highly skilled researchers cannot be successfully renegotiated, I call for their replacement with equivalent or superior UK government-backed schemes."
Professor Robertus de Bruin, Research Group Leader, MRC Laboratory for Molecular Cell Biology, University College London

33. "It is important that the UK provide viable career paths for early career researchers. Without these researchers, the future of UK science will languish. Providing support for early career researchers is not a matter of kindness or charity, it is in the UK's interest to do so."
Professor Merideth Gattis, Professor, Psychology, Cardiff University

34. "I have a large group which has many connections with continental Europe and lots of EU citizens want to come and work in my group. I am extremely concerned as to what the effect of brexit will be on attracting the brightest and best young researchers."
Professor Ulrike Schmidt, Professor of Eating Disorders, Psychological Medicine, King's College London

35. "Research to develop the next generation of advanced nuclear fission and fusion energy power reactors requires international collaboration, as the problem is too large to be addressed by individual nation states. European national projects for Gen IV nuclear power are coordinated by the European Energy Research Alliance Joint Programme on Nuclear Materials (one of 17 such programmes on sustainable energy), and wider international efforts on advanced nuclear fission are connected by the Gen IV International Forum. The UK has much to contribute to this, and to date the collaboration has been facilitated though the European Commission. This research requires the best scientists and engineers, and effective collaborations cannot take place without the free movement of young scientists and engineers."
Professor Thomas James Marrow, James Martin Chair in Energy Materials, Materials, University of Oxford

36. "Having been involved in many EU research projects over the past 25 years, I strongly support this submission. For decades EU projects have played a major role in training and attracting ECRs, and also in widening their horizons and building strong European networks. Time and time again I have witnessed such networks develop and bear fruit, leading to major scientific advances that have benefited industry as well as academia."
Professor Phil Husbands, Research Professor, Informatics, University of Sussex

37. "I am concerned that UK Universities will no longer be able to host EMBO Fellows once the UK has left the EU, or that my trainees in the UK will no longer be able to become EMBO Fellows. The EMBO scheme is hugely important to advance the careers of young scientists in the UK and Europe as a whole. I am also concerned that it will become as difficult to employ EU scientists with specialist skills as it is now to employ those from the US or Japan - the paperwork, length of process and quota involved are not conducive with the short term projects that drive the careers and success of biomedical researchers."
Professor Christiana Ruhrberg, Professor, Institute of Ophthalmology, University College London

38. "An agreement between the UK and the EU obligating the UK to make fair contributions to EU scientific programmes should preserve current UK participation. This is an important way of minimizing the damage done by Brexit."
Professor Carlos Gussenhoven, General and Experimental Phonology, Linguistics, Radboud

39. "Attracting early career researchers helps the department to focus on research quality and performance. It provides a very useful platform for future academics both in terms of research agenda and teaching quality. Being taught by passionate researchers inspires and motivates students."
Professor Berc Rustem, Professor, Head of Section, Computing, Imperial College London

40. "The U.K. has been an international leader in science. This contributes tremendously to our economy, health, and societal advancement. Science is fundamentally based on international collaboration and scientific exchanges. Free movement of scientists within the EU is essential for the UK - we should immediately reassure the scientific community that it will be absolutely central to any Brexit negotiations, and that the UK will not rashly endanger its scientific leadership."
Professor Zoubin Ghahramani, Professor, Engineering, University of Cambridge

41. "As a senior faculty, I depend on junior research fellows to advance my research program. As it happens, all three of my post doctoral research fellows are from the EU or EEA. If I could not have recruited from that pool I would have had much fewer options and likely would have had at least one post left open. Thus I heartily support efforts to keep freedom of movement of EU/EEA nationals. More broadly, deep and careful study needs to be made by Parliament so that it can act in the UK's best interests in light of the outcome of the only advisory referendum."
Professor Thomas Nichols, Professor of Neuroimaging Statistics, Department of Statistics, University of Warwick
42. "Free movement of scientists within Europe has contributed hugely to many aspects of society, not least to (relative) peace in Europe for >70 years."
Professor Chris Dainty, Professorial Research Associate, Institute of Ophthalmology, University College London

43. "Research and Science benefit from early connections and collaborations between universities and researchers without barriers"
Professor Maria Nijhuis-van der Sanden, Professor in Allied Health Sciences, IQ healthcare and Rehabilitation, Radboud university medical center Nijmegen

44. "Brexit will clearly impact adversely the research capacity of the UK"
Professor Thomas Collett, Emeritus Professor of Neurobiology, School of Life Sciences, University of Sussex

45. "I am writing to support the concerns of early career researchers whose prospects will be significantly affected by the decision to leave the European Union."
Professor Tim Andrews, Professor, Psychology, University of York

46. "In my opinion, both EU funding and mobility make a massive contribution to UK science and higher education. In order to maintain the competitiveness of the UK in these areas, it will be critical for the government to either find mechanisms to ensure continued UK participation in schemes like ERC and Marie-Curie, or to develop new UK equivalents of these schemes."
Professor Craig MacLean, Wellcome Trust Senior Research Fellow, Zoology, University of Oxford

47. "Our Centre hosts a large number of early researchers from EU countries. We depend on their innovation and input in order to advance our science. We could not function without them. Therefore, it is essential that UK Universities retain access to high calibre early career researchers from the EU."
Professor Karola Dillenburger, Professor and Centre Director, Education, Queen's University Belfast

48. "I will be soon moving to take up a new position in the UK, at Imperial College London. I believe that if you want to protect the incredible research done in this country, you absolutely need to make sure there will always be that incredible influx of foreign researchers that so much contributed to Science in the UK.

A large and heterogeneous pool of international talents, and the diversity of thinking and perspective that they bring, has made the UK an incredible place for doing inspiring research: I am sure we all want to protect such a treasure."
Professor Stefano Angioletti-Uberti, Professor of Soft Matter Physics, International Research Centre for Soft Matter, Beijing University of Chemical Technology

49. "Britain has an enviable reputation for the quality of its science. It is very important to ensure that this is not compromised by Brexit."
Professor Alan Baddeley, Professor of Psychology, Psychology, University of York

50. "A loss of science funding, even temporary, could have devastating effects on science in the UK and could be particularly detrimental to young researchers."
Professor Jody Culham, Professor, Psychology, University of Western Ontario

51. "I am President of the federation of European Neuroscience Societies which has 24000 members from across Europe and >2000 in the UK. Neuroscience research depends and thrives on European collaborations and free movement of the brightest researchers between countries. The European Research Council is a key source of funding for many such researchers and the UK benefits enormously from ERC grants, many of which are coordinated by and benefit UK researcher. It is vital for the future strength and world-leading status of UK neuroscience research that this situation continues long into the future."
Professor Barry Everitt, Research Professor, University of Cambridge

52. "I support the submission fully and would like to add two points. First, Brexit would also call into question freedom of mobility of ECRs "into" continental Europe. Young British researchers should be able to work freely in EU labs and return to the UK to further strengthen British science. If EU scientists are restricted in being able to do research in the UK, the same is likely to happen in the other direction. Second, the best way to maintain the status quo for ECRs is to do exactly that -- the government should not invoke Article 50. They have in fact no mandate to do so. A vote that was so close to 50/50 was not the British people saying Britain should leave the EU, it was them saying, very very clearly, "we don't know"."
Professor James McQueen, Professor of Speech and Learning, Donders Institute, Radboud University, Nijmegen, The Netherlands

53. "It is vital to the future success of British science that we retain our ability to recruit from within the EU and can also retain the hard working researchers that are already here.
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We also need to maintain research funding to ensure that the monies that the UK currently receives from the EU (1 Billion Euro per year) are not lost or reduced.

Professor Mike Cheetham, Professor, UCL Institute of Ophthalmology, University College London

54. "I am deeply concerned at the prospect of the UK leaving the EU, both from a personal perspective, and from the perspective of students and post-doctoral researchers I supervise. As a German national, I am concerned about my own position and being allowed to continue working to keep UK science in a world-leading position. If my right of abode is not guaranteed, I will return to mainland Europe by choice, not by force. I am highly employable, but choose to work in the UK, because I like it here, but I can just as easily work elsewhere in the EU. For my students and young researchers, I am concerned about Brexit leaving them with fewer job prospects, and fewer funding opportunities. Please consider the ramifications of Brexit very carefully before triggering Article 50.

Professor Marc Buehner, Professor, School of Psychology, Cardiff University

55. "I fully support this joint submission to government from early career researchers. Attracting and retaining the best early career researchers is essential to continuing the academic excellence of UK science. Our departure from the EU puts this at risk. Many young researchers depend upon EU fellowships and grants, and this attracts much international talent to the UK. Science is an international endeavour, depending heavily upon the free movement of researchers across borders. For instance, at The Francis Crick Institute, 56% of postdoctoral researchers come from within the EU. We need to work with government to maintain funding for young scientists at the beginning of their careers, and ensure that the best international talent isn’t deterred from moving to the UK."

Sir Paul Nurse, FRS, Nobel Laureate in Physiology and Medicine (2001), Former President of the Royal Society, Director, Francis Crick Institute

56. "I lived and worked in the UK as an Italian citizen, in both London (UCL) and Cambridge (MRC-CBU), for a total of ~4 years. The quality of the research in these institutions was unparalleled, and clearly a direct result of the young international personnel that chose to work there."

Professor Simon Davis, Assistant Professor, Neurology, Duke University

57. "Hiring and retaining the best young people in UK science has never been easy. The funding environment is not as lucrative as in the US, or some other places in Europe. Brexit, a likely decrease in ERC funding, and a possible reluctance for international collaboration with a UK partner will not help this situation at all and will likely make it much worse."

Professor Scott Waddell, Professor of Neurobiology, Centre for Neural Circuits & Behaviour, University of Oxford

58. "The impact on UK science will be extreme, on all levels and will push the best out of the country. Research funding will be hard hit and push UK science from a world leading positions in to a declining position. It is very sad and disappointing."

Professor Martin Bushell, Deputy director MRC toxicology Unit, Tox unit, MRC Toxicology unit

59. "The UK excels at creating the next generation of scientific leaders. This depends on the free movement of talented researchers across borders to train and work at top institutions. Funding from the EU has also been critical in giving early career scientists such mobility at a postdoctoral level, and the stability and financial security to tackle important scientific questions as research group leaders. Our departure from the EU puts this at risk. We need to work together to ensure we can continue to train the most talented individuals to tackle the most important scientific questions facing our world together, and maintain the UK’s position in science as a world leader."

Professor Geraint Rees, FMedSci, Dean, Faculty of Life Sciences, University College London

60. "As a non British EU citizen, I came to the UK 15 years ago and obtained my PhD in this country. I’m now an accomplished academic and I have always been proud to represent the UK when invited to give talks at conferences. I am not sure I would have made the same choices should the UK not have been part of EU then."

Professor Mara Cercignani, Professor of Medical Physics, BSMS, University of Sussex