**Online Appendix: List of interviews**

***United Kingdom***

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| **Code** | **Affiliation** | **Date** |
| UK\_1 | University Association | 08.12.2016 |
| UK\_2 | University Association | 17.12.2015 |
| UK\_3 | Employer Association | 22.04.2015 |
| UK\_4 | Employer Association | 17.04.2015 |
| UK\_5 | Employer Association | 31.03.2015 |
| UK\_6 | Think-tank | 03.12.2015 |
| UK\_7 | Government | 17.12.2015 |
| UK\_8 | University (pre-1992) | 13.05.2016 |
| UK\_9 | University (pre-1992) | 21.03.2016 |
| UK\_10 | University (pre-1992) | 22.07.2016 |
| UK\_11 | University (pre-1992) | 22.07.2016 |
| UK\_12 | University (pre-1992) | 07.03.2016 |
| UK\_13 | University (pre-1992) | 15.03.2016 |
| UK\_14 | University (pre-1992) | 16.03.2016 |
| UK\_15 | University (post-1992) | 22.03.2016 |
| UK\_16 | University (post-1992) | 13.05.2016 |
| UK\_17 | University (post-1992) | 26.04.2016 |
| UK\_18 | University (post-1992) | 26.04.2016 |
| UK\_19 | University (post-1992) | 26.02.2016 |
| UK\_20 | University (post-1992) | 26.02.2016 |

***Germany***

|  |  |  |
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| **Code** | **Affiliation** | **Date** |
| DE\_1 | University Association | 05.04.2016 |
| DE\_2 | University Association | 11.08.2016 |
| DE\_3 | Employer Association | 05.04.2016 |
| DE\_4 | Employer Association | 17.06.2016 |
| DE\_5 | Employer Association | 27.10.2016 |
| DE\_6 | Government | 10.05.2016 |
| DE\_7 | Government | 26.05.2016 |
| DE\_8 | Think-tank | 22.04.2016 |
| DE\_9 | University of Applied Sciences | 27.04.2016 |
| DE\_10 | University of Applied Sciences | 27.04.2016 |
| DE\_11 | University of Applied Sciences | 04.05.2016 |
| DE\_12 | University of Applied Sciences | 02.05.2016 |
| DE\_13 | University of Applied Sciences | 31.05.2016 |
| DE\_14 | University of Applied Sciences | 19.04.2016 |
| DE\_15 | University | 15.04.2016 |
| DE\_16 | University | 22.04.2016 |
| DE\_17 | University | 30.05.2016 |
| DE\_18 | University | 19.05.2016 |
| DE\_19 | University | 19.05.2016 |
| DE\_20 | University | 08.06.2016 |

***South Korea***

|  |  |  |
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| **Code** | **Affiliation** | **Date** |
| KR\_1 | Government | 09.09.2016 |
| KR\_2 | University Association | 21.09.2016 |
| KR\_3 | Think-tank | 20.09.2016 |
| KR\_4 | Think-tank | 20.09.2016 |
| KR\_5 | University (private) | 20.09.2016 |
| KR\_6 | University (private) | 20.09.2016 |
| KR\_7 | University (public) | 07.09.2016 |
| KR\_8 | University (public) | 07.09.2016 |
| KR\_9 | University (public) | 13.09.2016 |
| KR\_10 | University (public) | 13.09.2016 |
| KR\_11 | University (private) | 13.09.2016 |
| KR\_12 | University (private) | 13.09.2016 |
| KR\_13 | University (private); gov’t advisor | 20.09.2016 |
| KR\_14 | University (public) | 08.09.2016 |
| KR\_15 | University (public) | 08.09.2016 |