

Workshop I: 1-2 December 2015**CAREER DEVELOPMENT: ACADEMIC VISIBILITY AND SELF-PRESENTATION**

“A successful career is a matter of being excellent at what you are doing”. Is that really so? Many studies show that professional excellence alone is no guarantee for professional success. Many other factors play a role, among them career knowledge and strategic career planning. This workshop focuses on academic visibility and self-presentation as two of the career development strategies.

On the first workshop day, three social scientists will present some recent research results on the focus topic and discuss them with the participants. On the second day, an experienced career trainer with a background in natural sciences will conduct a practical training and group coaching on self-presentation in academic contexts.

DAY 1 – TALKS AND DISCUSSIONS: CAREER DEVELOPMENT**Introduction to academic careers in Germany**

Prof. Mischau and Dr. Langfeldt will give an introduction to the different stages of academic careers and typical career courses in Germany. Their talk will shed light on gender relations in higher education and academia working with facts and figures from university statistics. A special focus will be put on mathematics and physics: To what extent does the “leaky pipeline” still exist in these disciplines? Additionally, the speakers will summarize research findings on the unequal representation of other social groups in higher education and academia.

Factors impacting academic careers

In this talk, Prof. Mischau and Dr. Langfeldt will give an overview of the manifold factors which have an impact on academic careers at different levels: the societal, organizational and individual. Their focus will then be directed to the individual level: The notions of career knowledge and career planning will be introduced and their role in shaping careers as well as in producing social disparities will be examined. Based on the results of a recent survey among graduates of mathematics and physics, the following question will be discussed: Do gender differences still exist in both disciplines with respect to career motivation, career planning, practical application of career knowledge and family-related limitations?

P = f {KSA x M x S} – a formula for career success?

In her talk, Dr. Hüttges will present a framework of career success being a joint function of three groups of factors. Also gender differences and similarities will be examined. In reference to the results of a research project on career development in teams of natural scientists, further questions will be addressed: What are the elements of career knowledge? What part does academic visibility play and what does it comprise? And what about self-presentation, do researchers really need that?



Prof. Dr. Anina Mischau held a visiting professorship for “Gender Studies in Mathematics and Didactics of Mathematics” at FU Berlin from 2012-2015. Currently she is a visiting professor at Humboldt-Universität zu Berlin. Her research areas are gender disparities and equal opportunity policies in higher education as well as gender in MINT subjects.



Dr. Bettina Langfeldt is a senior scientist at the faculty of humanities and social sciences at the Helmut-Schmidt-University in Hamburg. She was head of a research project on gender disparities in the occupational career of mathematicians and physicists. Her work focuses on the sociology of work and organizations, life-course analysis and higher education research.



Dr. Annett Hüttges is responsible for human resources development at GFZ German Research Centre for Geosciences in Potsdam. Previously, she worked as a researcher at different universities as well as a management consultant in the public and private sector. Her research focuses on gender differences in career development and on occupational health psychology.



Dr. Silke Oehrlein-Karpi worked as a scientist in the field of molecular biology for 10 years before becoming a coach and trainer. Since 2008 she has been conducting trainings and workshops for academics at universities across Germany and Austria. Dr. Oehrlein-Karpi is an associate of *Coaching Netz Wissenschaft e.V.*

DAY 2 – TRAINING: SELF-PRESENTATION IN ACADEMIC CONTEXTS

Despite what many of us believe, know-how, discipline and hard work do not automatically lead to academic success. We like to think that our work speaks for itself but the courses of many careers do not seem to reflect that notion. Confidence and self-presentation often play an equally important role. The group coaching focuses on two key factors of (academic) success: self-knowledge and self-promotion. Participants will explore their own personal skill sets and career goals. Working in pairs, they will discuss as well as practice strategies of self-promotion and self-presentation introduced by the coach. By the end of the day participants will have built a strong awareness of their skills, their career goals and the steps they can take to reach them.

TUESDAY, 1 DECEMBER 2015

FUB, Institute of Mathematics, Arnimallee 6, Room 025

TALKS AND DISCUSSIONS: CAREER DEVELOPMENT

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| 12.45-13.00 | Arrival and registration |
| 13.00-13.15 | Welcome and organizational information
<i>Dr. Nina Fabjančič</i> |
| 13.15-14.15 | Introduction to academic careers in Germany
<i>Prof. Dr. Anina Mischau and Dr. Bettina Langfeldt</i> |
| 14.15-14.30 | Coffee Break |
| 14.30-15.30 | Factors impacting academic careers
<i>Prof. Dr. Anina Mischau and Dr. Bettina Langfeldt</i> |
| 15.30-15.45 | Coffee Break |
| 15.45-17.00 | $P = f \{KSA \times M \times S\}$ – a formula for career success?
<i>Dr. Annett Hüttges</i> |

WEDNESDAY, 2 DECEMBER 2015

ZIB, Takustraße 7, Seminar Room

TRAINING: SELF-PRESENTATION IN ACADEMIC CONTEXTS

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| 9.00-18.00 | Group coaching on self-presentation in academic contexts
<i>Dr. Silke Oehrlein-Karpi</i> |
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REGISTRATION

The workshop is open to all PhD students and postdocs of the CRC 1114. It will be held in English and is free of charge.

To register, please send an email to the coordinator at nina.fabjancic@fu-berlin.de by October 16th 2015.

It is recommended to participate on both days. The number of participants for the second day is limited to 12. If there will be more registrations, the principle "first come first served" will apply and a waiting list will be set up. However, priority will be given to the persons who wish to register for both days. If you have to cancel your registration after already having received a confirmation, please inform the coordinator immediately, so that the next person in the waiting list gets a chance to participate.

DIVERSITY AND EQUALITY

CRC 1114 WORKSHOP SERIES ON CAREER DEVELOPMENT AND LEADERSHIP COMPETENCIES

With this workshop series the CRC 1114 offers its PhD students and postdoctoral researchers the opportunity to get insights into the world of scientific research from different perspectives, discuss it and reflect on it. Combining input from the science studies with practical training and coaching, the workshops equip the young researchers with knowledge and skills for a successful career development inside or outside the sphere of scientific research, as well as with leadership competencies.

A special focus of the workshops lies on the issues of diversity and equal opportunities. The workshops raise awareness of the social, organizational and individual factors shaping professional careers, show possible obstacles and propose strategies for overcoming them. Moreover, the young researchers gain knowledge and skills for leading teams and organizations in ways which foster openness and equal chances for people of different gender, familial, social and cultural backgrounds.

Among the topics of the workshops are career strategies, networking, working in diverse teams, work-life balance, leadership myths, diversity competencies in leadership and diversity management.