



Planning a Successful Postdoc Phase

The 2020 Postdoc Summer School for
Female Academics

14 to 18 September 2020



»Planning a successful postdoc phase«

In the early stages of the postdoc phase, you will have invested considerable energy in professional guidance and strategic career planning with a view to your future in an academic context or beyond. Having completed your doctorate, you will now have occupied a new role as a young academic which allows you to build your leadership skills, make your own applications for external funding, and to work on broadening your research profile. At the same time, you will also be focused on enhancing your profile within the scientific community and expanding your networks. In this phase, you will often find yourself confronted not only with a wide range of challenges, but also by significant insecurities regarding your future career prospects. Indeed, it is in the postdoc phase that many highly qualified young female academics choose to leave academia. This phenomenon – known as the »leaky pipeline« – is one of the main reasons for the ongoing lack of female professors in Germany.

The 2020 Summer School offers female postdocs a place where they can work on the strategic alignment of their qualification phase, hone the transparency of their individual profiles and career planning, and engage in networking.

Applications

We look forward to receiving your application by **31 May 2020!**

Please send a letter of motivation together with your CV to **zepros@uos.de**

Target Groups

Postdocs in the early stages of their postdoc phase (up to 3 years after earning their doctorate)

Contact

The PhD/Postdoc Career Center at Osnabrück University (ZePrOs)

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Venue

Osnabrück University Guest House

Lürmannstr. 33, 49076 Osnabrück

Language

The seminar will be conducted in German. Where necessary, parts of the summer school can also be held in English. Should you wish for certain sessions to be held in English, please get in touch with the summer school's contact person.

In 2020, the summer school will take place instead of the mentoring programme for female postdocs and female junior professors. The mentoring programme for postdocs and junior professors commences in May 2021. This programme will focus on the advanced postdoc phase and is open to both male and female academics.

Programme

Monday 14 September

15:30 – 15:45 Uhr **Welcome and Introductions**

Dr Barbara Schwerdtfeger, Manager of the Unit »Nationwide Promotion of Research and Young Academics«, Osnabrück University

15:45 – 17:00 Uhr **Introductory Lectures**

»**Career Development in the Postdoc Phase – an Overview**«

Dr Elke Bertke, ZePrOs Consultant, Osnabrück University

»**Research Funding as a Key Element in Career Development**«

Dr Barbara Schwerdtfeger, Manager of the Unit »Nationwide Promotion of Research and Young Academics«, Osnabrück University

17:00 – 17:30 Uhr **Break**

17:30 – 19:00 Uhr **Fireside Discussion »Planning a Successful Postdoc Phase«**

Over the course of the evening, experienced professors, advanced young academics and doctoral graduates with leadership positions in business and society talk about their personal experiences in their postdoc phase, about career pathways and about the motives underlying their professional decisions.

Chair: Dr Elke Bertke, Osnabrück University

From 19:00 Uhr **Informal Get Together**

Tuesday 15 September

09:00 – 15:00 Uhr **Strategic Career Development inside and outside Academia in the Postdoc Phase**

Part 1: An Academic Career? Where do I stand?

Dr Matthias Schwarzkopf, Careers Advisor – akademiker.de, Jena

The first part of this workshop on strategic career development addresses what it means to become a professor. It focuses in particular on questions surrounding professorial appointment procedures and what applicants must have demonstrably achieved before applying (e.g. publications, external funding, time abroad). Using criteria that are important for appointment procedures, we have developed an approach to help you establish where you stand. What have you achieved so far and what are your next steps? In addition, your academic profile is of the utmost importance, as is the question how you intend to hone it during the postdoc phase. Finally, we will elucidate the risks and challenges in the postdoc phase and look at ways you can minimise them.

15:15 – 17:00 Uhr **Strategic Career Development inside and outside Academia in the Postdoc Phase**

Part 2: Career Pathways outside Academia

Dr Matthias Schwarzkopf, Careers Advisor – akademiker.de, Jena

Career prospects outside academia are diverse and multi-faceted. In order to find out what opportunities are available to you, you should adopt a two-pronged approach:

1. Identify your own skills. Academics have a variety of specialist and personal skills and abilities which give them access to a broad range of professional positions. In the first part of the workshop, we use a variety of methods to explore your skills base.
2. Get to know the employment market. In the second part, we address the question »what positions are out there and how can I find them so that I can get an idea of what direction I would like to work towards?« We will equip you with various methods which you can use to view the diverse positions available to you in the employment market outside academia. Taking your own skills and your career prospects, we establish where you stand in the broader employment market, thereby identifying the skills you still need to acquire in order to build a career outside the academic environment.

Please bring a laptop, tablet or smartphone with internet access to this workshop. Thank you!

Wednesday 16 September

09:00 – 13:00 Uhr **Strategic Career Development inside and outside Academia in the Postdoc Phase**

Part 2: Career Pathways outside Academia

Dr Matthias Schwarzkopf, Careers Advisor – akademiker.de, Jena

Continued from Tuesday

14:00 – 17:00 Uhr **Strategies for Acquiring External Funding**
Dr Barbara Schwerdtfeger, Manager of the Unit »Nationwide Promotion of Research and Young Academics«, Osnabrück University

The acquisition of external funding plays an ever-increasingly important role in the career planning of young academics. To make a successful research grant application, you need to have a good idea – as well as the necessary know-how about managing the structure and content of an application. In a first step, this workshop discusses the ground rules for putting together applications for external funding. We will provide you with clearer and deeper understanding of the layout and structure of a research grant application by compiling applications of your own. You will also receive comprehensive feedback on applications and draft applications you bring with you to the workshop. Participants will also be given an overview of funding organisations and their sponsorship programmes.

Thursday 17 September

09:00 – 17:00 Uhr **Time Planning and Self-Management for Academics**

Antje Rach, Worte & Wandel [Words and Change] – Training and Coaching, Hamburg

Research, teaching, career planning, private appointments, partners and families: it is not easy for young academics to accommodate all of the demands on their time. It is crucial to possess good time planning and self-management skills in order to meet all of these demands and to achieve good results even under time pressure. Continuing from the strategic career development workshop, this course begins by establishing where you currently stand: what resources do you already have to achieve your aims and which ones do you still need to acquire? What are your current roles, and where do you see yourself in the future? With these thoughts in mind, how are you going to (re-)set your priorities? The workshop then continues with a focus on putting your ideas into practice: what tools and pathways are open to you to enable you to work more effectively and efficiently? How can you integrate them into your daily (work) routines? How can you keep track of the big picture despite your everyday work responsibilities? What approaches to stress avoidance and management work for you? In addition to these questions, we also take a look at typical stumbling blocks. We examine typical roles and expectations and discuss various work-life models.

Friday 18 September

09:00 – 13:00 Uhr **Visibility and Strategic Networking in Academia**

Dr Kerstin Mauth, Kerstin Mauth Coaching, Göttingen

Strategic networking ranks among the key aspects of career development both inside and outside the academic system. Proceeding from an individual network analysis with a view to different career options, we will identify concrete steps which you can take to maintain and expand your own network. This includes highlighting the various dos and don'ts of networking. One of the workshop's aims is to develop individual strategies to increase your visibility by engaging in authentic self-marketing.

14:00 – 16:30 Uhr **Collegial Consultations for Postdocs**

Dr Elke Bertke, ZePrOs Consultant, Osnabrück University

Here you have the opportunity to take what you have learned and experienced at the summer school and continue working on it with a view to providing each other with ongoing mutual support in the future. The method we have chosen for achieving this is the so-called collegial consultation. This method offers you the opportunity to use a set procedural approach and clearly defined roles to work together to formulate creative impulses and potential solutions in the shortest possible time for any challenges and issues that might arise. Your personal experiences are at the forefront of the consultation process and constitute the basis for developing solutions from which all participants might profit.

This workshop will also provide you with an overview of the methods underlying collegial consultations. We will use the workshop to carry out a model collegial consultation together by way of an example.

16:30 Uhr **End**

Notes

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