

2020 EUA-CDE THEMATIC WORKSHOP Academic Career Development

Hosted by Ivane Javakhishvili Tbilisi State University
23-24 January 2020 | Tbilisi, Georgia

Programme

After completing their research, doctoral candidates can pursue many different career paths both inside and outside academia. Many will become highly qualified knowledge workers in and for the public and private sectors, while others will pursue careers in academia as the supervisors and academic scholars of tomorrow. Institutions are confronted with the task of best preparing the candidates for whatever their next career step may be.

The 2020 EUA-CDE Thematic Workshop will focus on academic career development and the question of how universities can support doctoral candidates and postdoctoral researchers heading toward careers in academia and what challenges are involved. In particular, the emphasis will be upon career challenges faced in a changing and highly competitive sector. This includes topics such as skills training for postdoctoral researchers, teaching careers in universities, mental health support, the gender dimension and sustainability in researchers' careers. The workshop will also serve as a forum to present the EUA-CDE Thematic Peer Group on Career Development and Tracking.

This event will provide an occasion to discuss these issues and identify innovative solutions together with other EUA-CDE members. It will be of interest to anyone with responsibilities and interest in doctoral education at the institutional, faculty or discipline-specific level including academic leaders, doctoral education professionals and doctoral candidates.

Thursday, 23 January 2020

09.00 – 09.30 Welcome coffee and registration

09.30 – 11.30 Pre-meeting workshop

This pre-meeting workshop provides the opportunity to share and discuss good practices in the supervision of doctoral candidates and to gain insight into the work of the EUA Council for Doctoral Education.

- Joan Josep Carvajal Martí, Associate Professor, *Rovira i Virgili University*, Spain
- Ercilia García Álvarez, Vice-Rector for Staff, *Rovira i Virgili University*, Spain

11.30 – 13.00 Lunch

13.00 – 14.00 Opening

- Mikheil Chkhenkeli, Minister of Education, Science, Culture and Sport, Georgia
- Giorgi Sharvashidze, Rector, *Ivane Javakhishvili Tbilisi State University*, Georgia
- Martine Rahier, EUA Vice-President; Acting Chair EUA-CDE Steering Committee

- Irma Grdzeldze, Head of Quality Assurance Service, *Ivane Javakishvili Tbilisi State University*, Georgia

14.00 – 15.00 **Plenary session I**

Keynote: What will it mean to be an academic in the future?

- Antonio Loprieno, President European Federation of Academies of Sciences and Humanities (ALLEA); President Swiss Academies of Arts and Sciences; former President, Conférence des Recteurs des Universités Suisses (CRUS)

15.00 – 15.30 Group photo followed by coffee break

15.30 – 16.45 ***Interactive sessions (World Café) part 1***

Skills training for postdoctoral researchers

This session will discuss which specific skills need to be taught in order to support the academic career of postdoctoral researchers. Participants will also discuss to what degree these skills can also be useful for postdoctoral researchers who move into careers beyond academia.

- David Bogle, Pro-Vice-Provost of the Doctoral School, *University College London*, United Kingdom

Rapporteur: Murat Özgören, EUA-CDE Steering Committee member

Teaching careers in universities

This session will present and discuss the [report](#) of the EUA Thematic Peer Group on career paths in teaching in universities and how universities can support the teaching skills of early career researchers.

- Susan Te Pas, Board member, Centre for Academic Teaching; Professor, *Utrecht University*, Netherlands

Rapporteur: Mossadek Talby, EUA-CDE Steering Committee member

Work overloads and wellbeing support

This session will discuss the specific mental health challenges that confront early career researchers pursuing an academic career. We will also discuss the effect of sometimes extreme competitive pressures in the context of academic careers and how early career researchers can be supported.

- Barbara Dooley, Dean of Graduate Studies, *University College Dublin*, Ireland; EUA-CDE Steering Committee member

Rapporteur: Pirjo Nikander, EUA-CDE Steering Committee member

Careers in the third space

In recent years, the so-called “third space”, a sector between purely academic work

and administration, has gained importance in universities. This session will address how professional and academic career development can be connected in this special area of higher education.

- Lucas Zinner, Head of Research Services and Career Development, *University of Vienna*, Austria

Rapporteur: Edwin Constable, EUA-CDE Steering Committee member

The gender dimension in academic career development

In the course of an academic career, the number of female researchers steadily decreases. This session will discuss strategies to counteract this “leaky pipeline” phenomena, and participants will share ideas and good practices.

- Bernard Fusulier, Research Director; Full Professor, *Catholic University of Louvain*, Belgium

Rapporteur: Martine Rahier, EUA Vice-President; Acting Chair EUA-CDE Steering Committee

Sustainability in research careers

Based on a recently published joint paper of the Marie Skłodowska-Curie Alumni Association and Eurodoc, this session will discuss structural challenges to developing sustainable careers for researchers and how to overcome them.

- Gabor Kismihok, Chair of Career Development Policy Task Force, *Marie Skłodowska-Curie Alumni Association*

Rapporteur: Paolo Biscari, EUA-CDE Steering Committee member

16.45 – 17.00	Break
17.00 – 18.15	Interactive session, part 2 Speakers will address the same topics as the previous sessions and participants will provide further input.
20.00 – 22.30	Reception and gala dinner

Friday, 24 January 2020

10.00 – 11.30 **Plenary Session II**
Research assessment and future career development

In this session, participants will address the issue of research assessment in the context of career progression of early-career researchers in a world of Open Science. They will discuss how multifactorial and multidimensional assessments, taking into account a wide range of parameters beyond the typical journal impact factor, can have a positive impact on the research and academic work of early-career researchers and strengthen principles of research ethics and integrity. In particular, participants will discuss what doctoral schools can do to support doctoral candidates in dealing with assessment procedures and practices.

- Emanuel Kulczycki, Chair, ENRESSH (European Network for Research Evaluation in the Social Sciences and Humanities); Director of the Doctoral School in Humanities, *Adam Mickiewicz University in Poznań*, Poland
- Edwin Constable, Professor for Chemistry; Former Vice-Rector, *University of Basel*, Switzerland; EUA-CDE Steering Committee member
- Nele Bracke, Policy Advisor, *Ghent University*, Belgium
- Bregt Saenen, Policy & Project Officer, EUA

Chair: Alexander Hasgall, Head of EUA-CDE

11.30 – 12.00 Coffee break

12.00 – 13.30 **Presentation and discussion of the results of the interactive sessions**

13.30 – 14.30 Lunch

14.30 – 15.30 **Career tracking of doctoral candidates**

This session will present the work of the EUA-CDE Thematic Peer Group on Career Development and Tracking and discuss its findings with the participants.

- Claudine Leysinger, Chair, EUA-CDE Thematic Peer Group; Head of Graduate Campus, *University of Zurich*, Switzerland
- Ana-Maria Peneoasu, Project Officer, EUA-CDE

15.30 – 16.00 **Closing session**

16.00 Farewell reception