

SUMMER SCHOOL FOR NAWI GRAZ 2020

Success Strategies for Female* Scientists

5-12 July 2020

This career-oriented 8-day continuing education programme contributes to the promotion of equal opportunities and the advancement of academic careers of women* in the natural sciences within the framework of the NAWI Graz cooperation.

Target group: Female* PhD students and female* postdocs from NAWI Graz departments (& the Pharmaceutical Sciences) of University of Graz and University of Technology of Graz, who are aiming at an academic career.

Programme: 72 hours per participant

Components

- Kick-off: 2 hours
- 8 seminars: 60 hours
- 2 expert discussions: 4 hours
- Individual coaching: 2 one hour units per participant
- Group coaching: 4 hours

Learning objectives

- Assessing the personal situation and developing professional focus
- Strategic approaches to career planning
- Skills pertaining to scientific organizations for the professional setting
- Insight into the (informal) structures of scientific work in the sciences
- Networking

Seminar leaders: Scientific experts and trainers with experience in academia.

Venue: Trattnerhof, 8102 Semriach near Graz, Unterer Windhof 18, www.trattnerhof.at

It is assumed that the participants will be on site for the entire duration of the programme. Barrier-free access.

Duration: Sunday 5. to Sunday 12. July 2020

Information event: Monday, 20. April 2020, 4-6 pm, University of Graz

Registration: until 11. May 2020. Send the completed registration form (download-url see below) by email. If necessary a personal preliminary interview. Address: Ilse Wieser, ilse.wieser@uni-graz.at

Contribution to costs: 300 Euro have to be paid in case of acceptance. Cancellation fee in case of cancellation of participation after the registration deadline. The fee includes instruction, seminar room, accommodation in single rooms and meals.

Childcare: please inform us of any childcare needs when registering. For solutions in case of childcare gaps or bottlenecks, unikid/Uni Graz will inform and support you.

Organizer: Coordination Centre for Gender Studies & Equal Opportunities in cooperation with NAWI Graz, University of Graz. Web: <https://koordination-gender.uni-graz.at/de/gleichstellung/gleichstellung0/#c341944>

The programme contributes to establishing a gender balance at universities. The concept was developed by Dr.in Barbara Hey, MBA and Ilse Wieser, Coordination Centre for Gender Studies & Equal Opportunities at the University of Graz, together with experts.

Kick-off: Monday 22. June 2020, 12-13.30, University of Graz
Arrival: Sunday 5 July 2020, 9.30, Gathering at Trattnerhof, Semriach

Curriculum:

1. Seminar, Sunday, 5. July 2020, 10-6 pm

Personal assessment. Career planning and career perspectives in science. Self and time management.

Getting to know each other, group formation - the programme as a network. Motivation and goals of participation in the programme. Assessment of the current situation. Personal strengths and areas of development. Life and career planning. What does career mean? Basics of self-organisation and time management. Burn-out prevention. Goals: Using personal strengths in the professional setting. Identifying personal development areas and initiating change processes. Planning your career, identifying and pursuing professional and private goals.

Instructor: DI Sabine Pelzmann, MSc, MBA

2. Seminar, Monday, 6. July 2020, 9-5 pm

Strategic career development for scientists.

Success strategies in academia. Performance parameters, funding and publication strategies, mentoring and (international) networks. Resume/CV. Resilience and life domains balance.

Instructor: Mag. Ute Riedler

Experts' discussion panel, Monday 6. July 2020, 7-9 pm, Moderation DI Dr. Karin Grasenick

"Being a scientist - factors promoting or inhibiting career advancement" with role models/experts.

3. Seminar, Tuesday 7. July 2020, 9-5 pm

Communication, Self-presentation.

Self-presentation strategies in academia. Lecture and presentation techniques. Speaking up effectively and to the point. Media coverage. Goals: presenting yourself effectively and self-confident within your scientific community.

Instructor: Mag. Ute Riedler

4. Seminar, Wednesday 8. July 2020, 9-1 pm

"Doing and undoing gender": equal opportunities at the university, part 1

Basics of various feminist discourses and the history of women's movements, their aims and political means; introduction to the history of women* in the academia. Goals & Method: Through interactive inputs from the instructor, and related reflection and exchange in groups, the participants will gain more knowledge and awareness of feminist discourses and current approaches to gender equality policies.

Instructor: Mag. Dr. Lisa Kristina Horvath

Experts' discussion panel, Wednesday 8. July 2020, 7-9 pm, Moderation Dr. Barbara Hey, MBA

"Being a scientist - authenticity and adaptation in the hierarchical system" with role models/experts.

5. Seminar, Thursday 9. July 2020, 9-5 pm

Negotiating science.

Negotiation skills and management. Harvard Concept. When to negotiate? What to negotiate? Win/win strategies. Negotiation strategies for subordinates. Goals: Dealing proactively with tricky negotiations.

Instructor: Mag. Ute Riedler

6. Seminar, Friday 10. July 2020, 9-5 pm

"Doing and undoing gender" and equal opportunities at the university, part 2

Presentation and discussion of research findings on different gender biases in science and phenomena such as "leaky pipeline", "women ≠ science", gender publication bias, how and where different evaluations of

researchers take place (e.g. letters of recommendation, recruitment decisions, etc.). Building on this, current gender equality measures and methods (e.g. promotion of women, gender equality plans, working group for equal opportunities, etc.) are presented and reflected upon. Goals & methods: By the means of research-based inputs by the instructor, subsequent exercises and reflections, the imparted knowledge will be integrated into the participants' own life realities, thus raising awareness, building gender competence and accomplishing empowerment.

Instructor: Mag. Dr. Lisa Kristina Horvath, Expert: Dr. Barbara Hey, MBA

7. Seminar, Saturday 11. July 2020, 9-5 pm

Organization and organizational culture at university.

Structure and process organization of a university, steering instruments, dealing with areas of tension and contradictions. Opportunities to influence structures, culture and power relations at universities. Goals: Getting to know different university structures and the field of university management. Critical reflection of organizational culture and developing personal strategies.

Instructor: Mag. Doris Carstensen, MBA

Saturday 11 July 2020, 8 pm, open end

"Create your future network by socializing!": Open stage - Science Slam/Fame Lab - Music evening

Instructor: Assoc. Prof. Mag. Dr. Manuela Temmer

8. Seminar, Sunday 12. July 2020, 9-4 pm

Chairing groups and teams. Motivation. Making a difference - shaping university life. Reflecting the programme. Networking. Transfer.

Management function in groups. Motivation of group members. Women in leading roles. Target oriented approach in organizations. Status-quo at university regarding options of participation for female scientists. Reflection of the entire programme. Goals: Confident leadership as a female scientist. Knowing opportunities to participate in management decisions within the university. Group networking.

Instructor: DI Sabine Pelzmann, MSc, MBA

Ceremonial awarding of certificates by the Rector: Sunday 12 July 2020, 5 pm, with final buffet

Group coaching: 4 hours in autumn 2020, content: reflection of the Summer School.

Individual coaching: 2 hours per participant. One-to-one coaching is an individual support offer tailored to the participants' own needs for reflection and enhancement of the professional performance. The coachings can be used until the end of 2020.

Instruction and moderation

Mag. Doris Carstensen, MBA (Paracelsus Medizinische Privatuniversität, Salzburg)

DI Dr. Karin Grasenick (convelop cooperative knowledge design gmbh, Graz)

Dr. Barbara Hey, MBA (Coordination Centre for Gender Studies & Equal Opportunities, University of Graz)

Mag. Dr. Lisa Kristina Horvath (Dr. Lisa Horvath. University and Organizational Consulting, Graz)

DI Sabine Pelzmann, MSc, MBA (Integrative Organisationsentwicklung, Graz)

Mag. Ute Riedler (Ute Riedler - Scientific Consulting, Graz)

Assoc. Professor Dr. Manuela Temmer (Institute for Physics, University of Graz)

Supporting institution

University of Graz - Rector Prof. Dr. Martin Polaschek and Special Representative of the University Administration for Equality in the fields of Gender & Diversity Prof. Dr. Renate Dworczak

Head of the programme

Dr. Barbara Hey, MBA (Head of the Coordination Centre for Gender Studies & Equal Opportunities at the University of Graz)

Programme coordination and contact

Ilse Wieser (Coordination Centre for Gender Studies & Equal Opportunities at the University of Graz)

Email: ilse.wieser@uni-graz.at, Tel. 0316/380-1020, <https://koordination-gender.uni-graz.at/en/>

Cooperation partner

University Cooperation NAWI Graz