

**SUMMER SCHOOL 2021 - Science and Technology  
Success Strategies for Female\* Scientists**  
11. - 18. July 2021

This career-oriented 8-day continuing education programme contributes to the promotion of equal opportunities and the advancement of academic careers of women\* in Science and Technology.

**Target group:** female\* PhD students and female\* postdocs in Natural Sciences and Technology (Institutes, Centers and Doctoral Schools), University of Graz, Graz University of Technology and Montanuniversität Leoben.

**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](http://www.trattnerhof.at)

**Duration:** Sunday 11. to Sunday 18. July 2021

**Organized by:** Coordination Centre for Gender Studies & Equal Opportunities in cooperation with NAWI Graz, University of Graz.

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

## Curriculum:

### 1. Seminar, Sunday, 11. July 2021

#### **Personal assessment. Career planning & 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-organization 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, 12. July 2021, online

#### **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 12. July 2021, Moderation DI Dr. Karin Grasenick

"Being a scientist - factors promoting or inhibiting career advancement" with role models/experts: Univ.-Prof. Dipl.-Biol. Dr. Gabriele Berg (Environmental Technology, Graz University of Technology), Assoc. Prof. Dr. Manuela Temmer (Physics, University of Graz)

### 3. Seminar, Tuesday 13. July 2021, online

#### **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 14. July 2021

#### **"Doing and Undoing Gender" and equal opportunities at 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 academia. Goals & Method: Through interactive inputs from the instructor and related reflection and exchange in groups, 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 14. July 2021, Moderation Dr. Barbara Hey, MBA

"Being a scientist - authenticity and adaptation in the hierarchical system" with role models/experts: Assoc. Prof. Priv.-Doz. Dipl.-Ing. Dr. Ille Gebeshuber (Nanophysics & Biomimetics, Technical University Vienna), Rector Prof. Dr. Beate A. Schücking (University of Leipzig), Ao.Univ.-Prof. Dr. Renate Dworczak (Chemistry, University of Graz)

### 5. Seminar, Thursday 15. July 2021, online

#### **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 16. July 2021

#### **"Doing and Undoing Gender" and equal opportunities at 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 17. July 2021**

### **Organization and organizational culture at university.**

Structure and process management 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 17. July 2021, 8 pm**

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

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

## **8. Seminar, Sunday 18. July 2021**

### **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 university. Group networking.

Instructor: DI Sabine Pelzmann, MSc, MBA

**Ceremonial awarding of certificates:** Sunday 18 July 2021

**Group coaching:** "Habilitation" with Ute Riedler (8 November 2021, 4 hours) and "Mentoring" with Karin Grasenick (26 January 2022, 4 hours)

**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. Coachings are offered until the end of 2021.

### **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 Univ.-Prof. Dr. Martin Polaschek and Special Representative of the University Administration for Equality in the fields of Gender & Diversity Ao. Univ.-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**

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### **COOPERATION PARTNER**

University Cooperation NAWI Graz