



The academic career portfolio & support for your path



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1. What does the professional profile for a career in academia consist of?
2. What kinds of support can one access to develop one's profile?

Academic Career Portfolio

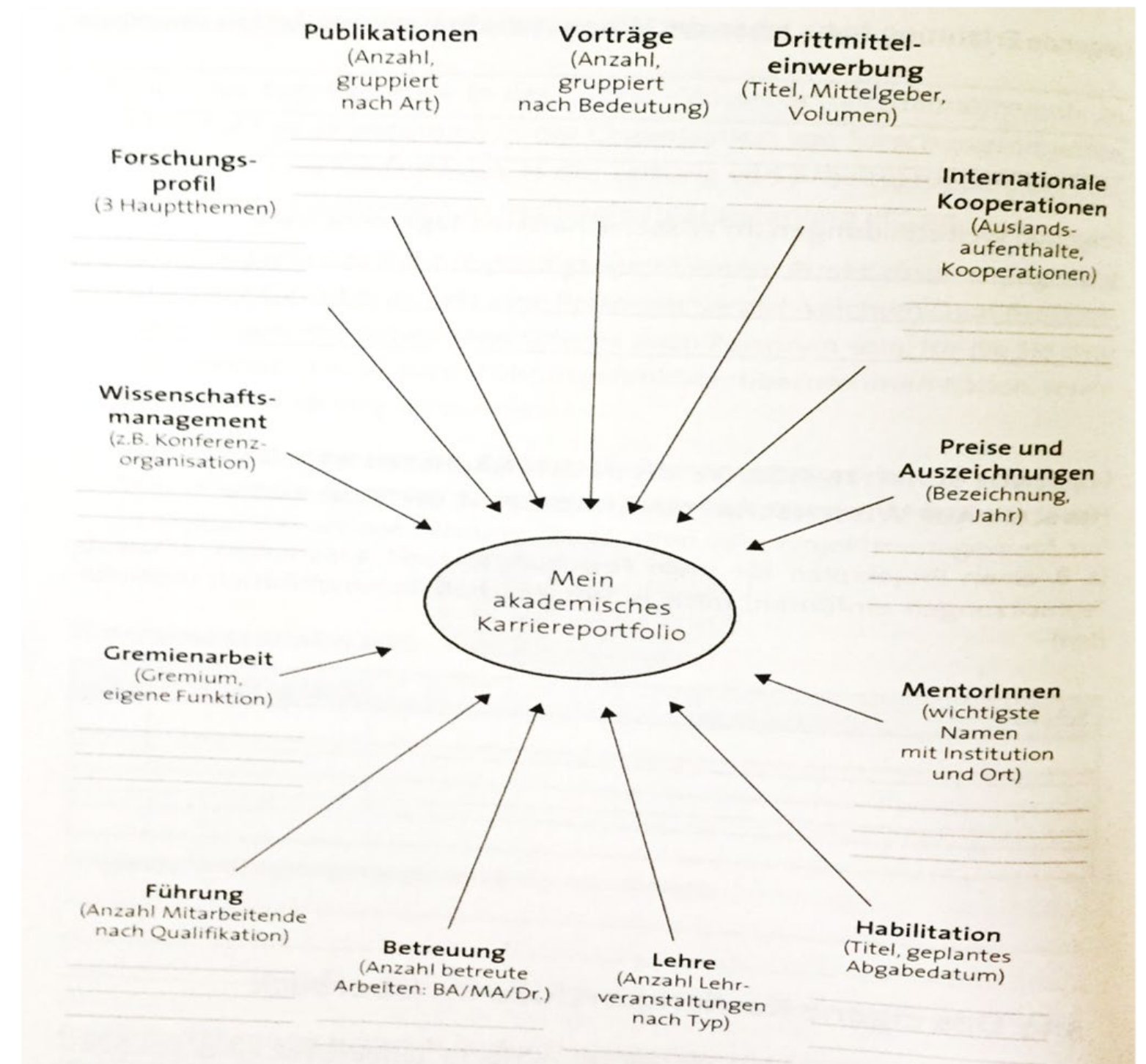


In addition to

- research
- and teaching

the academic career portfolio includes

- the acquisition of third-party funding,
- academic management,
- leadership,
- committee work
- (international) cooperation



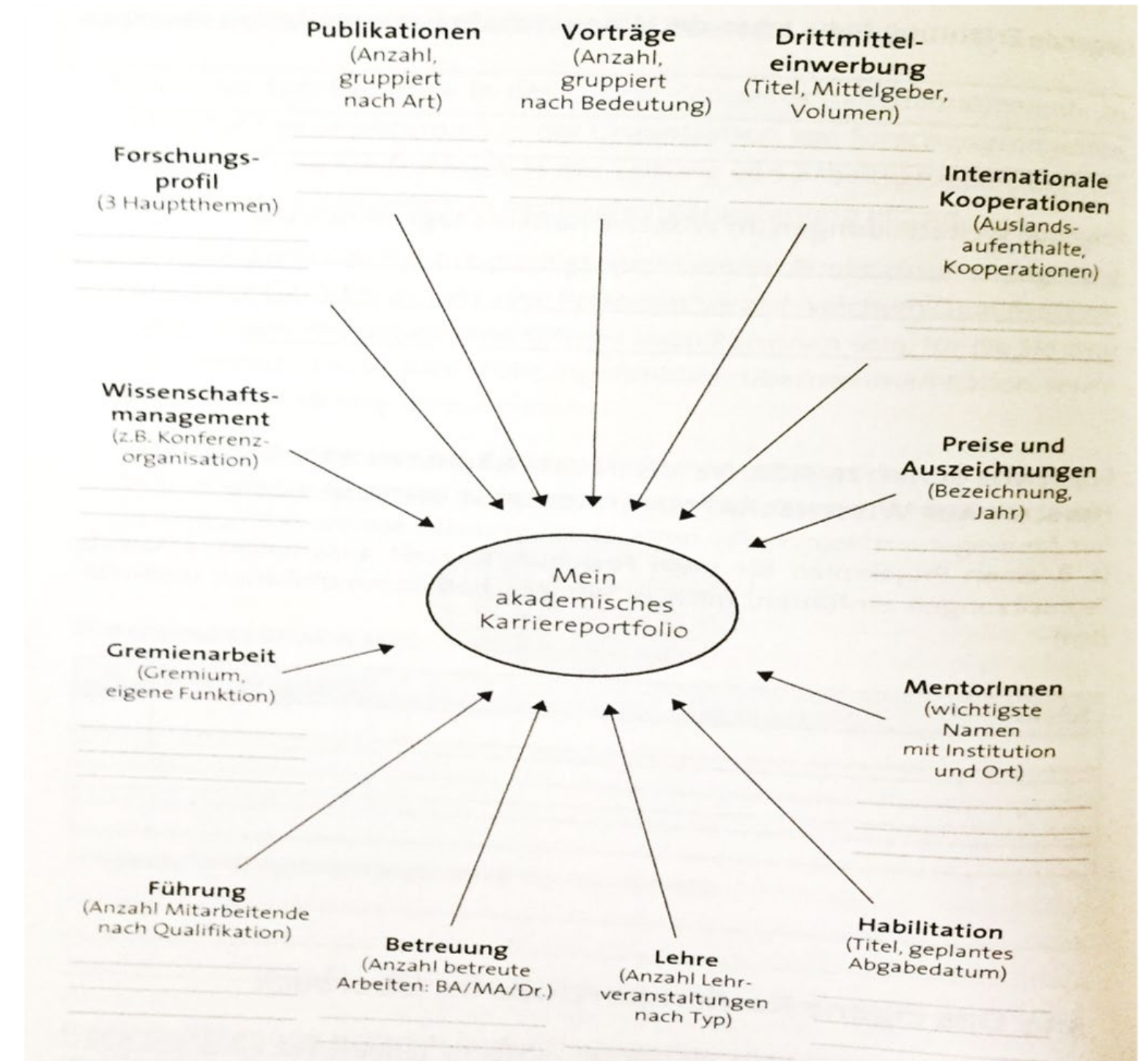
Grafik aus: Mirjam Müller (2014): Promotion, Postdoc, Professur: Karriereplanung in der Wissenschaft. Campus Verlag.

Academic Career Portfolio



Sit down every once in a while to look at your achievements and the areas you want to further develop

Thinking about this is also helpful for job applications!



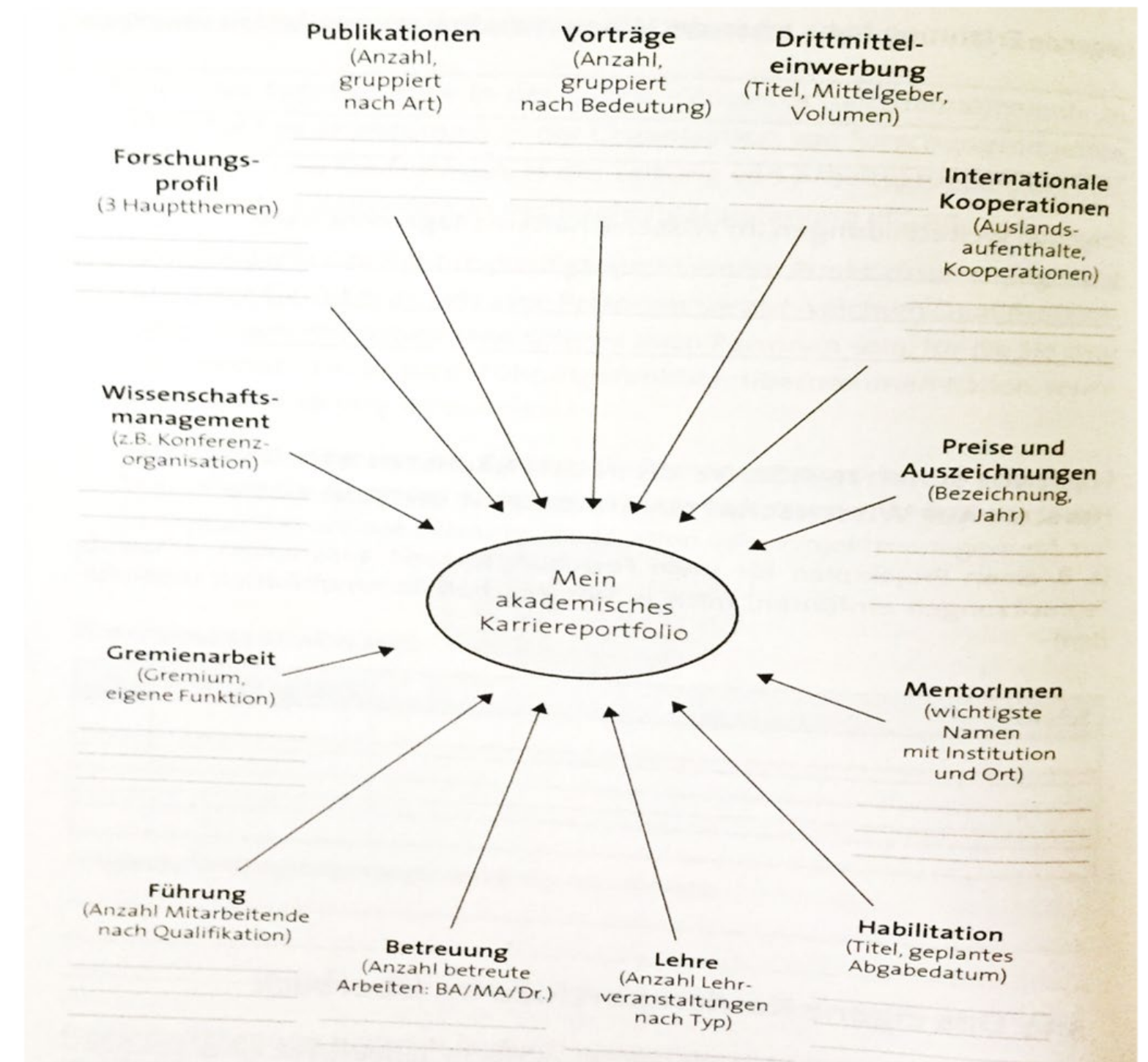
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Academic Career Portfolio



One's ability to **develop in these areas** depends on the kind of positions one works in and the associated tasks and freedom. To develop, one may:

- plan next career steps with a view to acquire different tasks (i.e. more or less teaching, being part of a team or more independence, more leadership responsibility, ...)
- consider further training

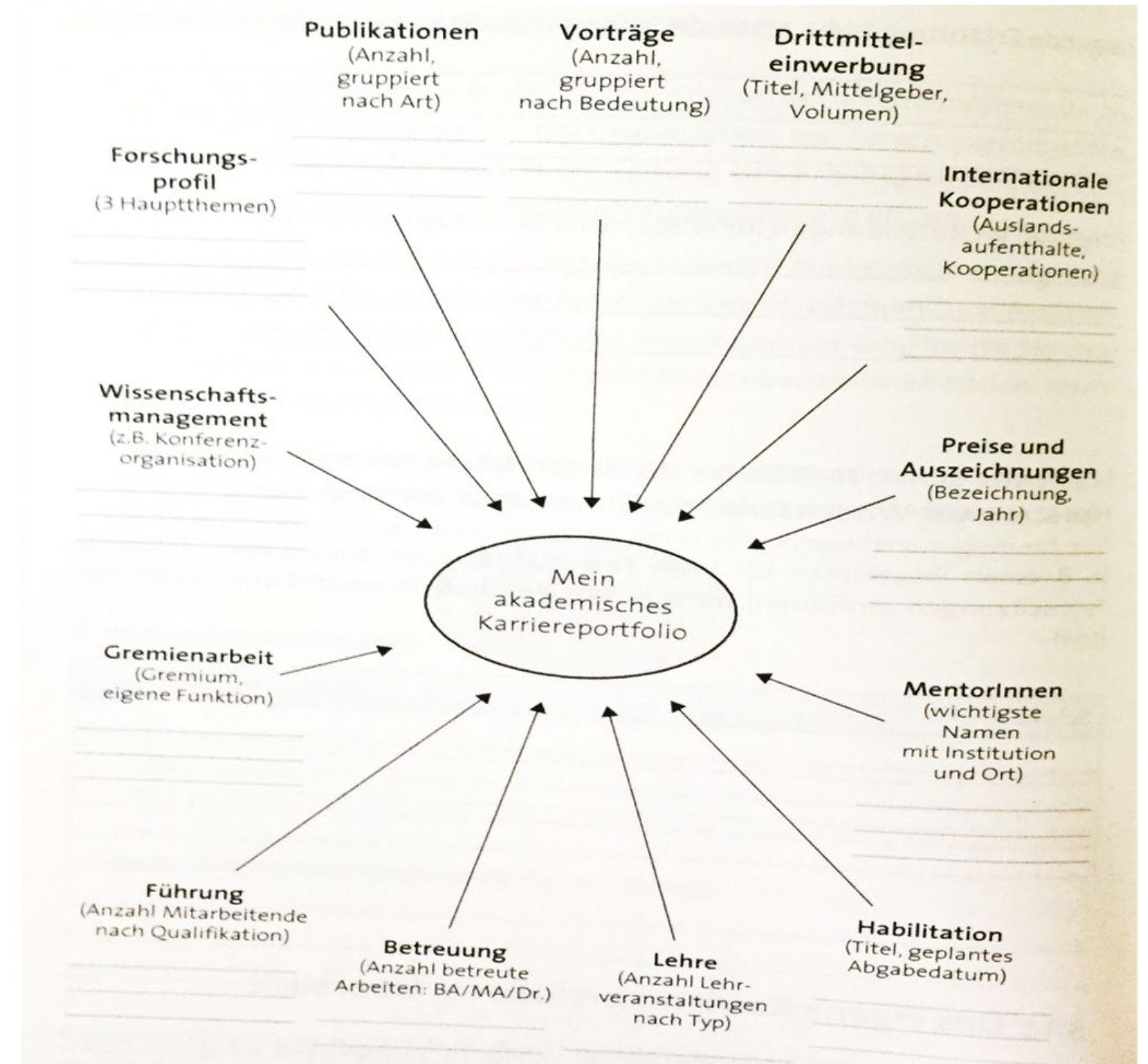


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Academic Career Portfolio



To assess yourself with regards to further developing your portfolio, you can ask yourself:



Grafik aus: Mirjam Müller (2014): Promotion, Postdoc, Professur: Karriereplanung in der Wissenschaft. Campus Verlag.

Academic Career Portfolio



Research

- **Which are my main, distinct research areas?**
- How many publications do I have and how visible are they?
- How many research results do I have already?
- Which methods have I used expertly?
- How innovative are my topics and what impact do my results have?
- **How niche or mainstream are my topics and how relevant to the institutions where I would like to work?**
- Do I have experience with acquiring third-party funding?

Academic Career Portfolio



Independent research profile after PhD

- How am I planning to build my independence from my PhD supervisors and their networks?
- **How can I get on track to building my own research profile after my PhD?**

Academic Career Portfolio



International cooperation

- How is the extent of my international experience? (location, duration, people)
- What is the visible impact of this (**i.e. invitations to speak at international universities, co-publications, roles in networks, mentors, peer collaborators**, knowledge of innovative tools/methods from abroad)?

Academic Career Portfolio



Teaching and supervision

- **How many courses at what size and level have I taught?**
- Do I have good evaluations?
- What is my mission with teaching?
- How is my experience with supervision of students?
- What kind of trainings do I have?
- **How effective am I at managing my teaching work?**

Academic Career Portfolio



Leadership and teamwork

- Which leadership roles do I hold?
- **Do I have experience with managing people?**
- What is my mission for effective cooperation?
- Do I have experience with involvement in academic administration (academic committees, organize relevant department seminars and events...)?

Academic Career Portfolio



- Not everything can/needs to be developed (at once)
- Priorities are very field specific, take advice from experienced researchers about which areas to develop first and strongest
- Not everything is equally important for every job application
- Personal interests and abilities can also play a role -> develop towards positions that you enjoy by doing things you enjoy

Who can support me on my path?



1. Support from university (use contact points)
2. Support from people (peers, external mentors, supervisors)
3. Support from yourself (practice self-care)

1. Support from the university



There are helpful units around the university!
Get in contact with and ask for things you need:

- DocService
- [Doctoral Academy](#)
- [Research Management and Services](#): proposal writing, funding bodies
- [Schreibzentrum](#) -> academic writing support
- [Methodenkompetenzzentrum](#) -> empirical research methods
- [Staff and Organizational Development/ Interne Weiterbildung | Kursprogramm - UNI for LIFE](#) -> training for all staff members
- [ARQUS WP7 PhD Pursuit \(uni-graz.at\)](#) -> international cooperation
- [Angebote - Koordinationsstelle für Geschlechterstudien und Gleichstellung \(uni-graz.at\)](#)
-> career support for female researchers
- [Center for Teaching Competence](#) -> helps with teaching portfolio and skills
- Your department, your faculty research coordinator, your team, your PhD programme coordinator

2. Support from people



Build & maintain supporting networks. There are three ways:

- peer networks
- mentoring relationships
- and a good relationship with your supervisor

2. Support from people



peer networks

- Create your own around a method, research area, or shared interest/characteristic
- Join one from your field of research (mailing lists, Fachgesellschaften, etc)
- Join an existing one at our university:
 - [Early Career Researcher Writing Group](#) (Doc/PostDoc)
 - [Regular Round Table for Qualitative Researchers](#)

2. Support from people



mentoring relationships

- Find a mentor through a programme or through a personal approach

Programmes:

- [Mentoring - Koordinationsstelle für Geschlechterstudien und Gleichstellung \(uni-graz.at\)](https://www.uni-graz.at/mentoring)
- [Arqus Online Mentoring Programme 2021-2022 - ARQUS \(uni-graz.at\)](https://www.uni-graz.at/arqus)

2. Support from people



a good relationship with your supervisor

Ask yourself: to what extent does my supervisor provide me with support in the areas I need? Where would I need more support?

- Check out what communication style is preferred,
- what kind of frequency and location of supervisory meetings,
- make clear mutual expectations,
- Inform the supervisor regularly about the progress you make (or, if this becomes a problem, the obstacles and difficulties you encounter).
- Prepare for the supervisory meetings (make an agenda).

Materials:

Gitte Wichmann-Hansen, public lecture on May 16, 2019: „[Successful Supervision: A Two-Way Process](#)“

Guidelines: A guideline for your own further development as a praedoc should support you in your annual appraisal interview to discuss your plans and goals together with your supervisor: [Guideline DevelopmentTalk](#) (EN) // [Leitfaden Entwicklungsgespräch](#) (DE)

3. Support from yourself



Research careers need resilience and active self-care

- Find a working style that is sustainable for a longer period of time
- Be aware of your personal symptoms of overload
- Put systems (friends, family, professional helpers) in place that can prevent or help you handle a crisis

[Researcher Well-being - DocService \(uni-graz.at\)](https://uni-graz.at/docservice/researcher-well-being)

Sum-up



- Make sure you know what staying in academia requires in terms of effort and how it can be achieved
- Create your best circumstances inside academia by seeking support
- Become aware of the skills you already have that translate to other professional areas
- Explore what you like to do professionally and in which circumstances
- Use coaching, peer feedback, trusted experienced mentors to make decisions

Next events of the PostDoc Office



- Dec 7, 6pm: [Fiasco Fest: How to joyfully move from rejection and failure to your best professional self](#) (with drinks!)
- Dec 15 & 16: [Communicating Science via Social Media](#) (workshop)
- Dec 16 & Jan 13, 2-5pm: [Getting ready for your teaching career*](#) (workshop)
- Jan 16 & 17: [Fokus. Wie Sie konzentriert an dem arbeiten, was wichtig ist](#)
- Feb 9 & 10: 2-day [Seminar on Master's thesis and PhD Supervision](#)
- March 27: [Recognising and leveraging your transversal skills for careers outside academia](#) (workshop)



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