

Collegial Development Programme 2025: Call for Participation

Collegial development means that researchers work together in a closed group for one year to enhance their professional development. This format is intended for persons interested in receiving and giving support to/from colleagues outside their immediate work area

- on career steps (within or beyond academia)
- on work- & life-balance related topics

The programme, now in its fourth year, works on the assumption that each of the group members has an advantage of knowledge, skills and experience in a specific domain that they can make accessible to the others. Additional knowledge and training will be provided by subject-matter experts and professional career coaches.

The group can consist of up to 15 participants. It is interdisciplinary, mixed-gender, and will last from spring 2025 until spring 2026. The working language is determined within the group.

This is for you if...

1. you can commit to stay with the group for one year and can fit the dates listed below into your schedule
2. you are a researcher with a PhD in the postdoctoral to mid-career stage, employed at the University of Graz at the time of application (all contract types welcome)

To apply to become part of the 2025/26 cohort...

submit the online application until **April 17, 2025** to <https://survey.uni-graz.at/index.php/514344?lang=de>

Places on the programme are awarded on the basis of fulfilment of the above requirements, timing of the application, diversity regarding research fields and previous experiences, as well as a match in goals among the group (minimum participants: six persons).

Contact for questions: Dr Johanna Stadlbauer

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Time Schedule of the Programme

- Dates in green are already confirmed.
- Number of collegial development sessions depends on size and preference of the group members.
- Expert sessions are optional and depend on your interests.

May 13, 2025, 10am-2pm: Team-building session, facilitated by Yasmin Dolak-Struss & Johanna Stadlbauer (SR 67.01, Elisabethstraße 27)

Get to know each other, determine how group wants to work together (i.e. language, frequency of meetings, moderation/preparation, shared values...), identify and prioritize topics, determine support needed from outside. Incl. snacks.

May 21, 2025, 12-4pm: Training in peer-coaching methods, facilitated by Yasmin Dolak-Struss (SR 67.01, Elisabethstraße 27)

Introduction to peer-coaching methods & tools with practical exercises. Incl. snacks.

June 4, 2025, 10am-12 noon: Collegial development session 1 (Leechgasse 42, EG, 8010 Graz)

Topics of choice.

Jun 23, 2025, 10am-12:30pm: Expert session: HR Q&A with Daniela Stangl (Halbärthgasse 8, Hochparterre Z1 Besprechungsraum, 8010 Graz)

Daniela Stangl & colleagues from the Human Resource department provides knowledge and answers individual questions (topics of choice).

Jul 2, 2025, 10am-12 noon: Collegial development Session 2 (Leechgasse 42, EG, 8010 Graz)

Topics of choice.

Sep 26, 2025, 9am-1pm: Expert Session: Strategic Career Planning with Margarethe Hubrath (SZ 15.22, Universitätsstraße 15)

Half-day with expert in academic careers and tenure paths, topics of choice. This offering includes prior access to online learning environment and a 45-minute 1:1 coaching, to be arranged – if you want it – individually with the trainer by March 2026.

Sep, Oct 2025: Collegial development session 3-4 (date & location tbd)

Topics of choice.

Nov 7, 2025, 9-11am: Expert session: Research Funding (Leechgasse 42, 8010 Graz)

Robert Fuchs from the Research Management and Service unit provides knowledge and answers individual questions, based on group members' CVs and goals.

Nov 2025: Collegial development session 5 and satisfaction evaluation (date & location tbd)

Topics of choice. 30 min: fill out paper survey to determine if Team works well together and if adjustments to the format are needed. Choose topics for future expert sessions.

Dec 2025: Check-in session, facilitated by Johanna Stadlbauer (date & location tbd)

Possible adjustments to format, process and content are discussed, with reference to the results of the satisfaction evaluation session. Confirm topics & dates for expert sessions.

Jan, Feb, Mar 2026: Collegial development sessions 6-8 (date & location tbd)

Topics of choice.

Throughout 2025 & 2026: On-demand 1-2 hour expert sessions (date & location tbd)

Expert of choice provides knowledge and answers individual questions, subject can range from Writing; Leadership; Negotiation, Non-University Careers; Science Communication, ... - arranged on demand.

Apr 2026: Summary session, facilitated by Johanna Stadlbauer (date & location tbd)

Overview of results of work of the group, agreement on further collaboration and ways to keep in contact (or not).

Apr 2026: Certification ceremony (date & location tbd)

Certificates are awarded by members of the Rectorate.